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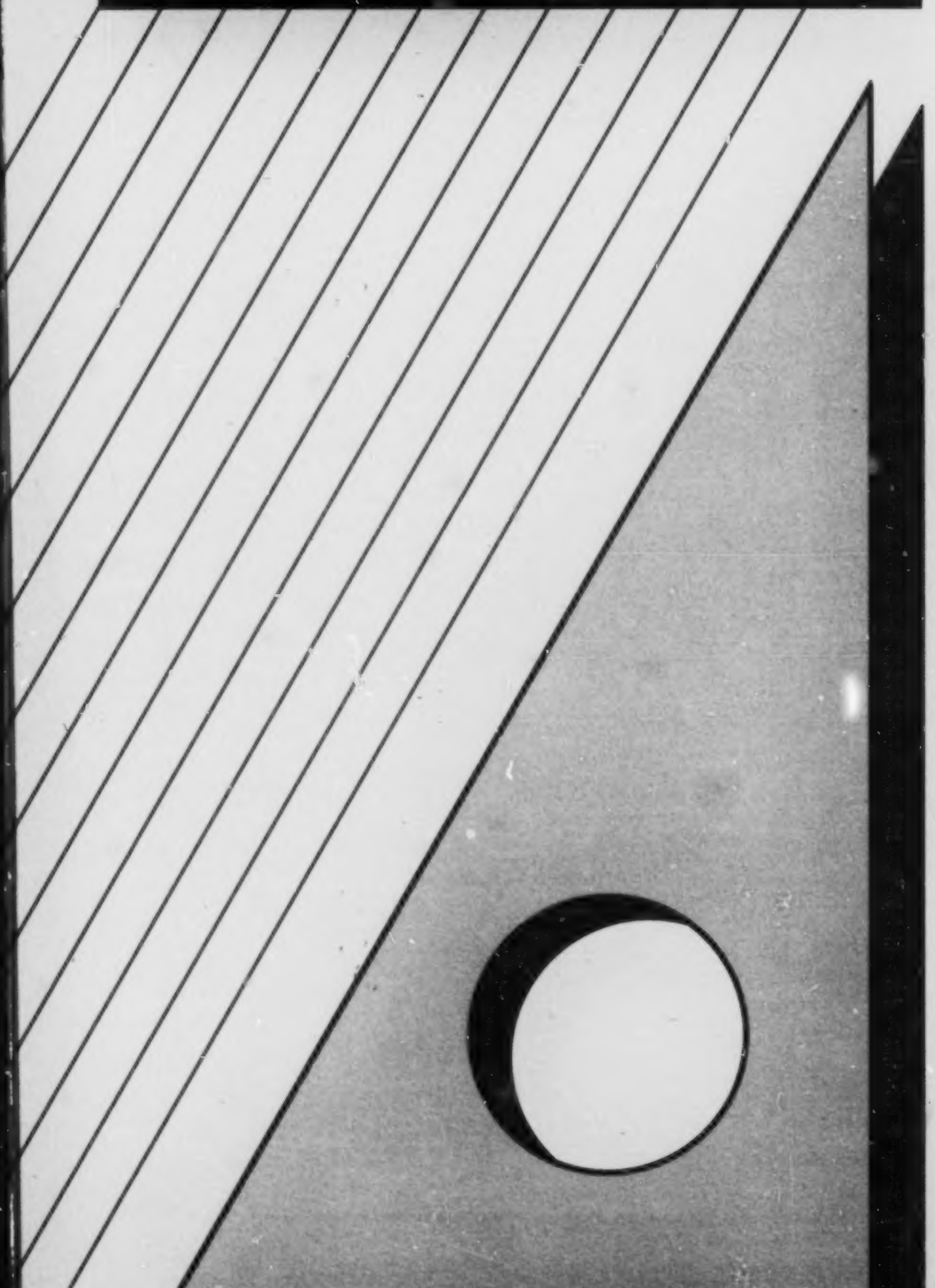

Professional Income of Engineers 1991

Engineering Manpower Commission
of the American Association
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PROFESSIONAL INCOME OF ENGINEERS
1991

A Report of an Annual Survey
Conducted by the

ENGINEERING MANPOWER COMMISSION
of the
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.

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The American Association of Engineering Societies (AAES) is a multidisciplinary organization dedicated to advancing the knowledge, understanding and practice of engineering in the public interest. Its members represent the mainstream of U.S. engineering--over half a million engineers in industry, government, and education.

Through its councils, commissions and committees, AAES addresses questions relating to the engineering profession; assesses public policy issues affecting engineering, technological innovation and national goals; conducts surveys of engineering personnel; represents the U.S. engineering community internationally in such bodies as the World Federation of Engineering Organizations and the Pan American Union of Engineering Associations; undertakes special projects such as national inventors' workshops and major studies of the utilization of American engineers; issues statistical studies of the engineering workforce, present and future; and publishes reference works such as *Who's Who in Engineering* and the *Thesaurus of Engineering and Scientific Terms.*

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EMC conducts annual surveys of industry and schools of engineering, monitors trends in the supply of and demand for engineers, and produces annual reports on engineering enrollments, degrees, and salaries. In addition to its statistical studies, EMC also produces the *Engineering Manpower Bulletin,* which assesses trends in the engineering workforce including participation in the profession by women and ethnic minorities.

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The Engineering Manpower Commission wishes to express its grateful appreciation for the cooperation of the hundreds of organizations that provided the data on which this report is based.

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PROFESSIONAL INCOME OF ENGINEERS, 1991

INTRODUCTION

This is the 25th Engineering Manpower Commission survey of the compensation of engineers in the United States. As in our previous salary studies, the data were gathered from employers, who submitted summaries of the base compensation of their engineers, classified by levels of experience, supervisory responsibility, and academic preparation. By classifying the participating organizations, the survey also provides comparisons of salaries among differing industrial sectors, geographic regions, and sizes of employers.

EMC salary surveys do not provide data on variations among the various engineering disciplines, such as differences in median pay among civil, electrical, and mechanical engineers. Obtaining these details would raise the burden that the survey places on its participants to unacceptable levels. It would also raise complex problems of classification, because the labels that are applied to engineering education programs do not always accurately describe the graduates' subsequent work. Where a degree of correspondence exists between particular engineering disciplines and employment sectors, EMC's data can provide some clues about the salaries that may be associated with different kinds of engineering training. For example, although this report does not report salaries for chemical engineers per se, it does report salaries paid to engineers of all kinds by the chemicals industry. But for disciplines like mechanical engineering (whose graduates may be found in virtually every sort of technical workplace), or for a sector like the federal government (which hires all types of engineers), these linkages between training and subsequent employment do not apply.

The data reflect base salaries as of February 1, 1991. Responding organizations were instructed to exclude all irregular forms of compensation, such as one-time bonuses, overtime payments, stock options, etc. (however, since 1989 EMC has collected information on the *proportion* of engineers who receive special incentive compensation; see below). Data were requested for all full-time engineering graduates, including those in nontechnical or managerial positions (some employers advised EMC, as they have in the past, that top management personnel with engineering backgrounds were not included in their responses). Occasionally, data were also provided for non-graduates classed by their employers as fully qualified engineers; such cases, which are infrequent, were treated as equivalent to engineers with B.S. degrees.

Salaries are presented in the form of statistical tabulations, with details for upper and lower deciles, upper and lower quartiles, medians, and means (all of these terms are explicitly defined below). These data are spread across 18 levels of experience, based on the number of years since attainment of the bachelor's degree (age is used to estimate experience in cases where data on the year of graduation is not available). In addition, summaries of these statistics across all levels of experience are included. Both raw salary statistics and smoothed-curve estimates across the experience levels are reported. Graphed maturity curves based on the smoothed results are provided for all tabulations.

As in other recent years, production of EMC's salary surveys has been considerably accelerated to enable issuing these reports by July of the applicable year, enhancing their value for compensation planning and other purposes. Despite the fact that participants have less time than before to complete their responses to the survey, the project is growing. The number of engineers in industry represented by the data grew from 115,606 in 1990 to 130,427 in 1991. The number of participating organizations declined slightly, from 301 to 284 (employers who supplied multiple responses for single operations spread over many separate geographic locations are counted only once in this enumeration). A new "Transportation Equipment" summary sector was formed which include aerospace, automotive, and shipbuilding industries; EMC's traditional aerospace sector is retained as a subgroup within this broader category. Also, a new reporting subgroup for environmental consulting and services organizations was formed, within the broader consulting and engineering services sector.

Further refinements in EMC's curve-smoothing methods are incorporated into this year's survey. The principal change is the adoption of "anchor points," in which all curves for a sector are computed using the zero-year values (salaries for those with less than one year of post-baccalaureate experience) of the base salaries for non-supervisory engineers with B.S. degrees (see below for additional details on this procedure). This modification "anchors" curves to this starting pay statistic. We believe that this improves the fit of the smoothed curves to actual compensation practices, especially for data sets like those for supervisors or holders of advanced degrees. Readers who track these statistics over time should be aware that this technical change will lower the early-year values of our salary estimates.

The Engineering Manpower Commission has been engaged in studies of engineering compensation for over 35 years. EMC's salary reports began in 1953 with *Professional Income of Engineers*. The *Special Industry Report*, which began to appear in 1966, adds details on variations in engineering pay for those with B.S., M.S., or Ph.D degrees. Originally, EMC's salary surveys were done every three years, then every two years; beginning in 1980, they began to be issued annually. EMC also conducts biennial surveys of the compensation of engineering educators; such a study was done in 1990 *(Salaries of Engineers in Education)*. In addition to these detailed statistical volumes, a summary of the results of this survey, with special data on trends over time, is available in "Engineering Salaries, 1991," issue number 111 (July, 1991) of the *Engineering Manpower Bulletin*. On request, EMC also provides custom tabulations of its salary data base, such as frequency distributions of the data across salary brackets or reports on other groupings of the participating organizations. For prices and information on orders, see the inside back cover of this report.

The goal of EMC's salary studies is to determine current levels of compensation for engineers and to report on trends over time. EMC does not evaluate individual salary situations, nor does it advise employers on rates that should be paid for specific positions. Indeed, our own data demonstrate that for any specific combination of employment sector, supervisory responsibilities, education, and experience, variations between the top and bottom salaries reported for the position (as measured by high and low deciles) are likely to be as great as the distinctions introduced by differences in any of the other factors. In short, variations in engineering pay within specific matched positions can be as large as variations between positions, even when the latter distinctions entail substantial differences in employment sectors, education, responsibility, or experience. On the whole, individual salaries are influenced by many considerations, including the economic conditions of particular industries and firms, and the skill, performance, and negotiating ability of particular people.

SURVEY METHODOLOGY

Questionnaires were mailed in January, 1991 to EMC's national list of engineering employers. This listing is updated every year, using *Peterson's Guide to Engineering, Science, and Computer Jobs* (Princeton: Peterson's Guides, published annually), industry and trade directories, employment notices, and the Engineering Manpower Commission's internal records of participants in past surveys.

Copies of the survey instruments are provided in the appendices to this report. Usage of EMC's traditional matrix-style survey forms has declined greatly. Most smaller organizations—those with 50 or fewer engineers—now use our alternative "short form" questionnaires, first introduced in 1987, which provide a more convenient way to report their data. Most larger organizations are now providing their information in the form of simple ASCII text files on floppy disks. Since 1987 when EMC first experimented with this form of response, its use has steadily increased; in 1991, information on 65,597 engineers was provided in machine-readable form. We will continue to urge participants, especially the largest ones, to submit their responses this way, as it substantially reduces labor burdens for both the respondents and ourselves, and it helps reduce the effort needed to correct errors from EMC's data entry. We will continue to provide the older matrix-style forms as an alternative for our respondents, however, as long as significant numbers of participants make use of them.

As noted earlier, responses to the survey representing 130,427 engineers were obtained from 284 private sector organizations. In addition, EMC also obtained data on the salaries of 8,456 engineers employed by 33 agencies of federal, state or local governments. Further processing of the data included these steps:

1. Preliminary tabulations were run to confirm manual counts of the number of responding organizations and the number of engineers represented by the data for each company and industrial sector. Data provided by participants are reviewed to see if implausibly large numbers of engineers have been reported as inexperienced and highly paid, or very experienced and poorly paid, which could be a sign of errors on the respondent's part in compiling the information. Such problems are rare.

2. Participants were assigned to sectors on the basis of their responses to an item on the survey forms that asked each organization to indicate how it should be classified. Many participants were classed in two or more sectors (see the appended list of responding organizations for details). Final sectoral groups were formed only if at least five responding organizations and at least 200 engineers were represented. Participants who did not fall into a conventional industry category, or whose preferred sectors could not be formed, were grouped into three residual categories: other durable goods manufacturers, other nondurable goods manufacturers, and other non-manufacturers. See the table "Distribution of Responses, 1990" below, for a list of the final sectors. In addition, the organizations included in each sector are identified in the appendices.

3. Within sectors, no one responding organization was permitted to account for more than one-half (50 percent) of the data points—number of engineering salaries—reported for the sector. Weighting was used to carry out these adjustments, which have the effect of limiting the influence of any single organization on the results of the survey. In most cases, the actual effects of these adjustments were negligible, because weighted organizations only rarely vary greatly from others in the same sector in their salary practices.

4. Within sectors, further divisions of the data to isolate such subgroups as supervisors, engineers with master's degrees, etc., can have the effect of reducing the size of data pools below the 200-case minimal standard. In such cases, no salary statistics were generated.

5. Across sectors, in estimates of combined-industry salaries for such groups as electric and gas utilities, all manufacturers, etc., the data were weighted again to bring the sector-by-sector distribution of engineers into line with the actual distribution of engineers in the work force. As in other EMC salary surveys, the basis for this second set of weights is the U.S. Bureau of Labor Statistics' industry-occupation matrix. The matrix is a computer-based model maintained by the Office of Economic Growth at BLS, and accounted for some 1.4 million employed engineers as of 1988 (the current version; a new edition of the matrix is scheduled to be issued in the Fall of 1991, using 1990 as the baseline year). The table, below, on the distribution of responses in 1991 includes the BLS data for the numbers of engineers in the several sectors. Also, weights for the "All Industries" summary are reported. It is apparent that EMC's data base, which is not a random sample, roughly parallels the actual engineering labor force in its distribution among the major types of industries. The unweighted data tend to overrepresent the chemical and utility sectors, and to underrepresent the non-electric machinery sector; weights reduce these biases as well as a number of less prominent differences between EMC's data base and the distribution of engineers, as estimated by BLS, in the U.S. industrial economy.

6. The raw medians, quartiles and other percentiles were developed by straight-line interpolation within salary brackets, rounded to the nearest $50. The median, or 50th percentile, provides an illustration. The median for any ranked distribution is that value that divides the data in half, with 50 percent of the cases above it and 50 percent below. For example, if there are 249 engineers with a given level of experience in a sector, the median salary for this level of experience is the value of the 125th data point. EMC's data are grouped into salary brackets, so calculation requires one to determine which group of salaries contains this median point. Interpolation then yields the final raw result; continuing the example, if the 125th point happens to be the 20th case in the $36,000-$37,999 bracket, and if there are 39 cases in this bracket, then the median value is $37,000. Calculation of the deciles and quartiles is similar, except that in those cases the statistics cut the data into quarters or tenths.

7. Statistics for deciles, quartiles, medians, and means were not computed if the number of data points for those with a given level of experience (years since obtaining the B.S. degree) was either ten or less, or less than one percent of all the cases in the data set; if the data were for supervisors with less than four years of experience; if the data were for engineers with master's degrees and less than two years' experience; or if the data were for engineers with doctoral degrees and less than five years' experience. (Details for variations in engineering salaries between those with bachelor's, master's, or doctoral degrees appear only in the *Special Industry Report.)*

NEW DEVELOPMENTS IN CURVE SMOOTHING

As in the past, EMC's final salary statistics were generated from raw results using four-parameter smooth curves computed by the least squares method. Raw statistics were converted, using data across all levels of experience, into curves of the form

$$y = ax^z + bx + c$$

where y = the reciprocal of the salary and x = (43 minus the number of years since the first degree). The computational algorithm yields values for the parameters a, b, c and z which minimize the sum of the squares of the differences between the raw and smooth values of y. The squared differences are weighted by the number of cases associated with each set of data points. Transformed values are used to improve the precision of the computation.

This approach to curve smoothing was adapted by Richard C. Fremon (a former chairman of the Commission and presently an emeritus member) from similar routines he developed for salary curve smoothing at AT&T's Bell Laboratories in the 1960s, and has been used by EMC since 1967. In programming the routines for EMC's computing systems, new wrinkles have been added. Improved handling of values used for beginning and ending salary brackets—in 1991, for salaries of more than $125,000 or less than $22,000 per annum—eliminated difficulties experienced in the past when top salaries for some of the most highly paid engineers, such as senior supervisors in the petroleum industry, tended to be artificially depressed. Also, graphing routines were adjusted so that plotted curves accurately reflect the actual value assumed for the top experience bracket (39 years).

A more fundamental adjustment has been EMC's increasing allowance for the fact that more than one "minimal" sum of squares can be computed for most of these salary data, depending on what values are assumed at the beginning of the process. EMC's traditional program iterated the computations until the sum of the squared differences began to rise; at that point the process ended and the previous results became our published values. In some distributions of the data (for example, when the statistics were dominated by a pair of companies with very dissimilar salary scales) this approach could yield unsatisfactory results. In the more common curve smoothing exercises employed by many corporations to examine compensation practices, such problems can be handled through trial-and-error tests until a satisfactory outcome is reached. That sort of solution is less feasible for EMC, both because of the volume of curves the project generates, and because highly consistent methods are needed to provide a degree of comparability among different results in any one year, as well as among results over time, from one year to the next.

To provide improved results while still adhering to predictable methods, the curve-smoothing program was adjusted in 1987 to test the value of the exponent z, which had been set to begin at 1.0, incrementing until the sums of squares no longer diminished (increments of both 0.1 and 0.2 have been tried; we currently use 0.2 as no improvements can be observed using the smaller and more time-consuming value). When this process was completed for any given set of data, z was inspected to determine if it had only reached a relatively small value (2.0 out of a possible top value, set arbitrarily, of 15.0). If not, the process was automatically restarted, running a second time after re-initializing z to the higher starting value of 2.0.

This change resulted, in almost every case, in the generation of a *pair* of curves—which is to say that EMC's original approach almost always yielded a solution before z had reached a very large value. Restarting the procedure provided a second possible solution and a second set of smooth curves, which were then compared with the original set to choose the one with the best fit to theory (e.g., that salaries should increase most rapidly in early years and flatten with greater experience), as well as a good fit to the original data (that is, the curves should not grossly distort the raw results). The final curves were selected by choosing the version that came closest to the raw data for the starting (less than one year), ten, and 25-year experience brackets (in some cases, adjacent brackets were used to compare the pair of curves, because of obvious sampling problems in the raw data). EMC also computed curves with even higher (up to 5.0) initialization values of z, for a few cases where continuation of this iterative process resulted in more satisfactory outcomes. By 1990, over 95 percent of the curves depicted in these reports were derived by iterations that were initialized at $z = 2.0$, and many of the remaining curves were initialized at still higher values.

Note that these procedures only limited the starting points for the curve-smoothing computations; the actual results were generated by whatever value z had reached before the sum of squares began to increase, a value that varied from one curve to the next. In practice, the following outcomes were observed. EMC's traditional (pre-1987) curves, which did not provide for the use of starting values of z that were greater than 1.0 and which usually resulted from iterations that ended before z had reached a value of 2.0, tended to be "peaky" (although the peaks could occur outside the visible portion of a graph, so that some curves appeared as virtually straight lines). Often these curves did not seem to move down enough at the early (beginning) salary levels. The alternative curves, which were computed using higher starting values for z, behaved differently. Usually they conformed more closely to the raw statistics for salaries of new engineers, at least when data were not limited to those with advanced degrees or supervisory responsibilities. These curves flattened out when they reached the higher experience brackets; in most cases, this also improved the fit of the curves to the raw data.

In 1987 EMC also began to present raw salary results as well as the smooth-curve estimates, doubling the amount of information provided by these surveys and enabling more sophisticated interpretations of the statistics. This change has allowed EMC to make distinctions between *factual outcomes for the companies participating in a survey*, which is what the raw statistics are, and *best estimates of the underlying general trends*.

The Commission was still not satisfied with its curve-smoothing methods; least-squares computations entail a number of logical and mathematical difficulties when applied to data on compensation. In particular, the computations are very sensitive to variations in the distribution of a set of engineers across experience brackets, and the curves for supervisors or engineers with M.S. or Ph.D degrees tend to overestimate rates of compensation for the more recent entrants to the profession.

For 1991, another series of adjustments has been made to deal with these remaining issues. First, since over 95 percent of our maturity curves are now generated with the higher initialization value of z, we have dropped the routine generation of two possible results (pairs of curves). Instead, we have adopted a standard default initialization value of 2.0. This permits significant reductions in the time required to do the computational phase of the project. The results are still inspected for suitability, and alternative initialization values are employed on as as-needed basis. Second, the actual values of z that apply to each finished smoothed maturity curve are now captured and displayed as part of the statistics. Note again that these are *final values,* not the *initialization values* discussed above.

Third, to treat the problem of exaggerated compensation estimates for the less experienced people in curves that deal with supervisors or engineers with advanced degrees, we have adopted the use of anchor points. In our implementation of this concept, raw salary values are saved for engineers with the least post-baccalaureate experience: non-supervisors who have graduated within the past twelve months with only a B.S. degree. For curve-smoothing purposes, those values are then used in place of the original statistics for engineers with less than one year's experience, for all combinations of supervisor/non-supervisor status and degree level. A dummy value is computed for the number of data points associated with these anchoring statistics, by applying the proportion of engineers with less than one year's experience in the non-supervisory B.S. group to the other data sets. Once smoothed values are computed, the original raw data for engineers with less than one year of experience are restored, so the procedure does not wipe out any information.

As noted in the introduction, the effect of this change is to "anchor" curves to actual starting salaries. This has the effect of lowering estimates for engineers with less experience, especially for data sets for supervisors or holders of advanced degrees. Long-time users of these reports will need to allow for this change when they compare EMC's results for 1991 with statistics from our earlier reports. We believe the adjustment significantly improves the accuracy of maturity curves, which are widely used as a means to assess the compensation of engineers. The Commission expects to continue to contribute to the development of these tools, as it has in the past.

PRESENTATION OF RESULTS

Curves and tables in this report are arranged in a hierarchy, starting with the broadest grouping ("All Industries") and then working through specific sectors, to the extent permitted by the data and the rules and conventions discussed above.

The "All Industries" data are extensive, and include details for supervisors, non-supervisors, and variations by size of employer and region of the nation. Next, data are presented for "All Manufacturing Industries," and for the industrial sectors that are in that group. The report concludes with a similar section for "All Non-Manufacturing Industries."

The table of contents for this report can assist users in locating comparative data of interest. The specific participating organizations in each sector are identified in the appendices, so that users can better judge the applicability of the information given for a particular sector to their own situations.

The tabulations accompanying the curves include mean salaries (not plotted) and the distribution of the cases among the various experience brackets. The tables also list the numbers of cases falling in the extreme salary brackets (for industry data in 1991, less than $22,000 or more than $125,000). The tabulations also provide summary data for salaries across all experience brackets. Such broad statistics are unlikely to be applicable to specific engineers, but they are useful in assessing differences among groups. Since these data are now routinely provided in the tables, the brief discussion of overall salary outcomes that was once included in these introductions has been dropped from this text.

Data provided by participants in EMC salary surveys are confidential. Only aggregates are presented. Only EMC staff have access to completed forms. Forms do not identify salaries of particular persons.

DEFINITIONS

1. Industrial Sectors and Combined Groupings:

All Industries includes all participating organizations, except agencies of local, state or federal government, in the 1991 EMC salary survey.

All Manufacturing includes the following industrial sectors: chemicals; electric, electronic, and computing equipment; fabricated metal products; non-electric machinery; petroleum; transportation equipment; other durable goods manufacturers; and other nondurable goods manufacturers. EMC's traditional data set for aerospace is still present! It will be found as a subgroup of the transportation equipment group.

Electric, Electronic and Computing Equipment is a summary grouping; in addition, separate reports are provided for manufacturers of electrical machinery, electronic equipment, and computing hardware or software.

Transportation Equipment is a summary grouping which includes aerospace, automotive, and shipbuilding manufacturers; as noted above, a separate report is provided for the aerospace industry.

Other Durable Goods Manufacturing and *Other Nondurable Goods Manufacturing* are residual sectors. They include organizations who judged that their businesses did not fit into any of the more traditional industrial sector categories; they also include additional organizations whose preferred sectors could not be formed due to a lack of a sufficient number of responding employers, data points, or both. "Durable

Goods" are those with a normal usable life of at least three years. For 1991, this residual category includes manufacturers of basic metals, ceramic products, lumber and wood products, and precision instruments; mining companies; and other durable goods manufacturers that do not fit into the categories used for EMC's surveys. "Nondurable Goods" are those with a shorter usable life, and include paper, textiles, tires and other fabricated rubber products, and food and agricultural products.

Non-Manufacturing Industries is a summary group that includes communication services and utilities, construction, consulting and engineering services, electric and gas utilities, research organizations, and a miscellaneous residual group of "other" non-manufacturing organizations (see below).

Consulting and Engineering Services is a summary group; reports are provided on both components, and also on a sub-group of environmental consulting and services organizations.

Electric and Gas Utilities is a summary group; separate reports are also provided for electrical utilities (which include combined electric and gas utilities), and for gas utilities (principally pipeline companies).

Other Non-Manufacturing is a residual group for non-manufacturing participants whose preferred classifications could be not formed, due to lack of sufficient data. In 1991, the group includes companies or organizations in business/trade/publishing, and professional societies.

Large Industrial Employers have 5,000 or more employees; *Medium Industrial Employers* have between 500 and 4,999 employees; *Small Industrial Employers* have less than 500 employees.

A list of the regional classifications used in this report is included at the beginning of the tabulations by region.

2. Chart Data (a facsimile chart is provided in the appendices for readers wishing to plot their own data):

The *median* is the point in a ranked array that is the midpoint of the series: the 50th percentile. *Quartiles* are points in ranked arrays that divide the series into quarters. The lower quartile is the 25th percentile; the upper quartile is the 75th percentile. *Deciles* are points in ranked arrays that divide the series into tenths. The lower decile is the 10th percentile; the upper decile is the 90th percentile.

Mean: sum of the values of the data, divided by the number of cases (data points). Provided as a convenience, but rarely used in analyses of income data, because means are sensitive to extreme values, while medians are not.

Supervisors: those "whose duties are primarily managerial or supervisory," whether or not they currently work in engineering positions. Some participating organizations indicate that they do not report salaries of top managers. Precise definitions of "supervisor" vary from one organization to the next.

Years Since Baccalaureate Degree: a measure of experience. In 1991, an engineer with zero years of experience received the bachelors' degree in 1990 or the first quarter of 1991. Engineers with more experience may have been working or may have been pursuing advanced degrees.

3. Data on Bonuses and Other Forms of Special Compensation:

One-time special payments have become a more common component of engineering pay. EMC has traditionally tracked base salaries only. Since 1989, however, EMC's survey has included a special question to estimate the percentage of supervisors and non-supervisors who received additional special compensation, in recognition of the trend toward increased use of bonuses. The item applies to the previous year (1990, for the 1991 survey); the question is necessarily retrospective, since 1991 bonuses would not have been paid at the time of the study. Results for this item are reported in the table on the following page. Data for this item from EMC's previous compensation surveys are also included.

PERCENTAGES OF ENGINEERS WHO RECEIVED BONUSES OR OTHER FORMS OF SPECIAL INCENTIVE COMPENSATION, 1989 and 1990:

Industry Group:	Supervisors:		Non-Supervisors:		All Engineers:	
	1989	1990	1989	1990	1989	1990
All Industries	61.2%	31.6%	22.0%	11.9%	37.1%	23.4%
All Manufacturing	32.6	6.6	30.4	14.9	30.8	9.9
Basic Metals*	64.1	-	60.9	-	62.1	-
Chemicals/Drugs/Plastics	40.8	19.7	34.8	25.1	36.7	22.8
Electric Machinery/Electronics/Computers	19.9	11.3	28.1	6.1	26.9	8.6
Electrical Machinery	23.2	32.3	14.7	32.2	17.5	32.3
Electronic Equipment	11.8	2.3	28.7	0.5	26.8	1.3
Computing Systems	32.1	28.7	9.1	4.8	13.3	12.4
Fabricated Metal Products	5.6	13.1	2.9	0.0	3.7	7.4
Non-Electric Machinery	29.3	27.4	4.6	31.2	12.2	27.7
Petroleum	2.5	1.9	0.1	0.0	0.9	1.1
Precision Instruments*	26.8	-	0.8	-	6.1	-
Transportation Equipment*	-	0.8	-	2.4	-	1.1
Aerospace	6.6	14.9	0.5	2.5	1.1	4.6
Automotive Products*	-	-	-	-	-	-
Other Durable Goods Manufacturing	22.8	10.8	3.1	0.0	6.6	3.1
Other Nondurable Goods Manufacturing	13.6	29.0	4.6	9.2	8.6	13.7
All Non-Manufacturing	69.5	64.5	13.3	8.8	41.2	39.9
Communication Services	8.1	9.1	5.5	12.3	6.6	11.1
Construction	11.2	6.6	0.8	0.0	4.3	2.2
Consulting/Engineering Services	31.7	38.4	13.3	3.8	18.8	17.0
Consulting	40.3	40.3	20.4	2.4	27.2	19.2
Engineering Services	23.0	40.1	5.7	4.0	10.9	18.7
Environmental Services*	-	44.8	-	31.2	-	41.8
Electric/Gas Utilities	37.5	18.2	15.6	17.0	21.6	17.5
Electric Utilities	35.8	17.5	16.0	17.2	21.5	17.3
Gas Utilities	66.4	48.3	5.7	0.5	24.6	27.7
Research Organizations	84.0	87.7	12.8	1.9	58.1	69.7
Other Non-Manufacturers	1.7	76.9	3.0	3.3	2.5	16.7

*NOTES: This item was included for the first time in EMC's 1989 compensation surveys, and more organizations have subsequently responded to it. Data from last year's report has been recalculated, excluding companies that did not provide this information. Because some companies are counted in more than one sector, the percentages from one group to another—and from components of summary groups to the summary categories themselves—are not mutually exclusive. No separate sector was formed for basic metals in 1991; no separate sector was formed for precision instruments in 1991; the transportation equipment grouping and the environmental services sector were first formed in 1991.

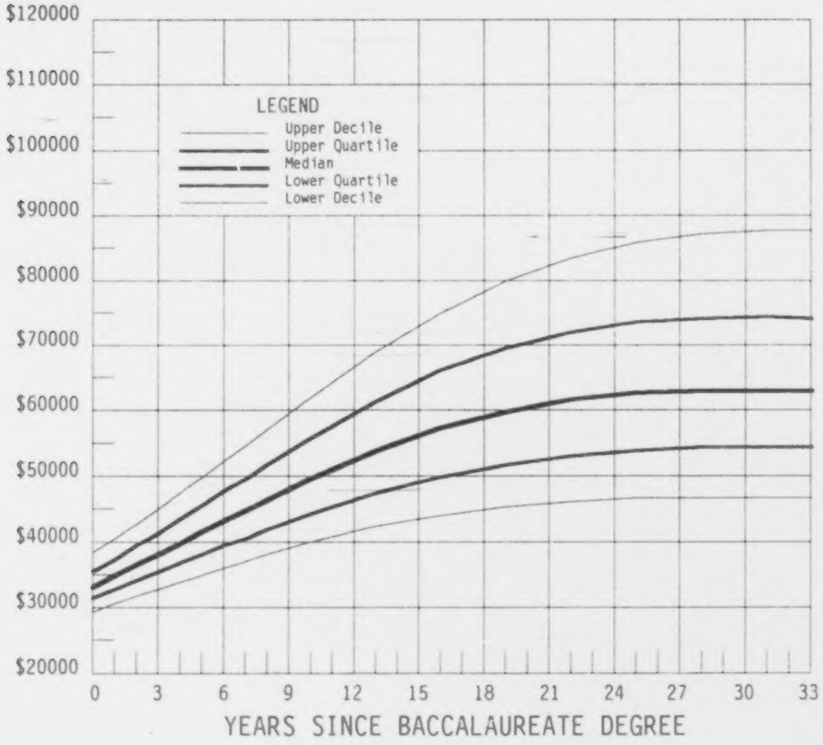
DISTRIBUTION OF RESPONSES, 1991

Industry Group:	Participating Organizations:	Engineers Represented:	All Employed Engineers (BLS Data for 1988):	Sector Weight:
All Industries	284	130,427	1,194,086	N/App
All Manufacturing	135	72,433	736,885	N/App
Chemicals/Drugs/Plastics	15	14,956	41,313	0.30172
Electric Machinery/Electronics/Computers	45	11,083	265,894	2.62049
Electrical Machinery	10	1,040	-	-
Electronic Equipment	28	9,603	-	-
Computers	7	440	-	-
Fabricated Metal Products	16	1,280	23,242	1.98333
Non-Electric Machinery	12	372	57,574	16.90500
Petroleum	5	7,009	30,380	0.47344
Transportation Equipment.	20	33,399	199,210	0.65149
Aerospace	15	9,439	-	-
Other Durable Goods Manufacturing	14	2,925	80,270	2.99750
Other Nondurable Goods Manufacturing	8	1,409	39,002	3.02348
All Non-Manufacturing	149	57,994	457,201	N/App
Communication Services	6	3,090	31,822	1.12487
Construction	5	1,722	23,451	1.48751
Consulting/Engineering Services	61	14,902	155,082	1.13671
Consulting	45	8,659	-	-
Engineering Services	16	6,243	-	-
Electric/Gas Utilities	43	14,097	38,587	0.29898
Electric Utilities	38	13,901	-	-
Gas Utilities	5	196	-	-
Research & Other Non-Manufacturing	34	24,183	208,259	0.94064
Research & Development Organizations	27	23,954	-	-
Other Non-Manufacturing	7	229	-	-

NOTES: Participating organizations counted in primary (first-named) sector only. Totals in specific tables may not exactly match these numbers, due to rounding in the weighting process. Additional weights, not depicted here, were used for the "All Manufacturing" and "All Non-Manufacturing" groups. Data for engineers in government are not used in this table; those figures add 184,774 engineers to the BLS work force estimates. In general, statistics from the current (1988) BLS Industry-and-Occupation Matrix have been regrouped here, to accomodate EMC's broader sectoral definitions. One additional sector formed for the 1991 survey, Environmental Consulting and Services, is not depicted in this table as it was entirely formed from respondents whose primary sector assignments were elsewhere.

CURVES AND TABLES FOR ALL INDUSTRIES

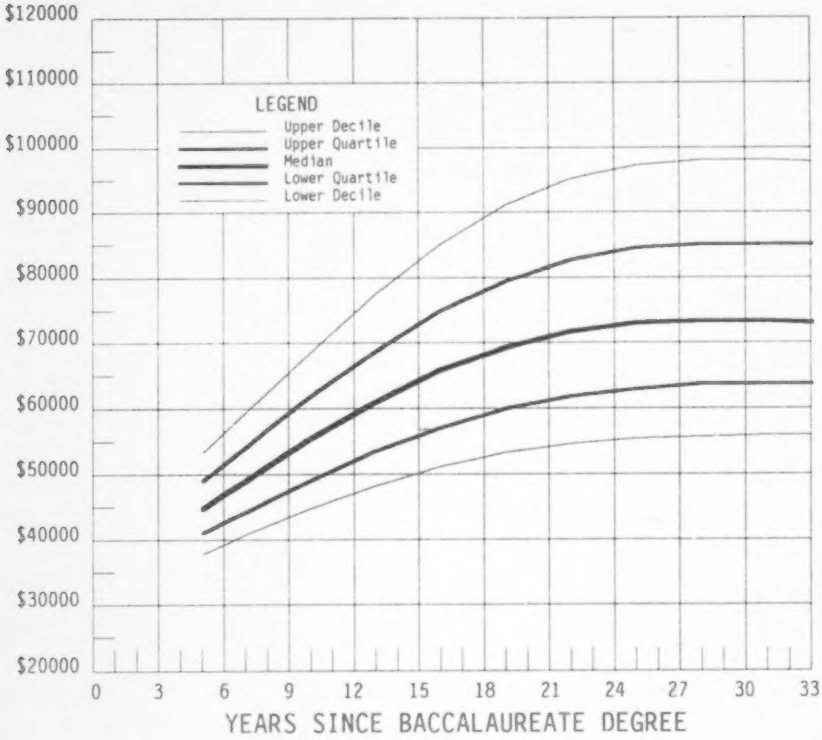
SALARY CURVES FOR ENGINEERS IN ALL INDUSTRY
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ALL INDUSTRY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38350	40500	42700	45000	47350	49750	52150	54650	57100	62000	68950	75050	79950	83600	85950	87300	87850	87800	73950	2.2
Upper Quartile	35550	37450	39450	41450	43500	45550	47650	49700	51800	55800	61350	66050	69600	72050	73550	74200	74350	73800	62200	2.2
Median	33200	34850	36500	38150	39850	41500	43200	44850	46450	49600	53800	57250	59800	61550	62550	63000	63050	62650	51550	2.2
Lower Quartile	31350	32700	34050	35400	36700	38050	39350	40650	41900	44250	47400	49950	51850	53150	53950	54350	54500	54350	42450	2.2
Lower Decile	29400	30550	31700	32800	33950	35000	36100	37100	38100	39950	42300	44100	45400	46200	46600	46750	46700	46400	36200	2.2
Mean	33600	35250	36950	38650	40350	42100	43800	45500	47200	50500	54950	58750	61650	63750	65050	65800	66050	65950	53950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37700	39800	42850	44700	47650	49750	52400	54700	58450	63150	68800	73300	77750	82800	85900	88750	88300	89000	73950	
Upper Quartile	35400	36850	39250	41050	43500	45500	47850	50100	52850	57100	61600	64800	66950	70950	73700	74800	74400	75500	62200	
Median	33400	34450	36200	37750	39650	41500	43450	45200	47400	50450	53950	56350	58000	60900	62550	63500	63250	63600	51550	
Lower Quartile	31650	32450	33750	34900	36650	38100	39500	41000	42650	45050	47250	48950	50400	53050	54100	55350	55450	54200	42450	
Lower Decile	29900	30450	31300	32500	33750	35050	36150	37200	38650	40850	42200	43100	44350	45800	46750	47800	48700	45700	36200	
Mean	33900	34900	36750	38350	40300	42000	43900	45700	48050	51450	55000	57700	59950	63250	55250	66650	66650	66450	53950	
Supporting Data																				
Total Number	2680	3553	4396	4021	4719	5907	6015	5515	5356	15534	12205	11085	10257	9445	7696	6712	6034	9298	130427	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	1	7	13	43	48	55	48	110	326	
Less Than $22000	6	1	2	3	5	1	0	3	1	1	0	1	3	1	1	1	0	0	31	

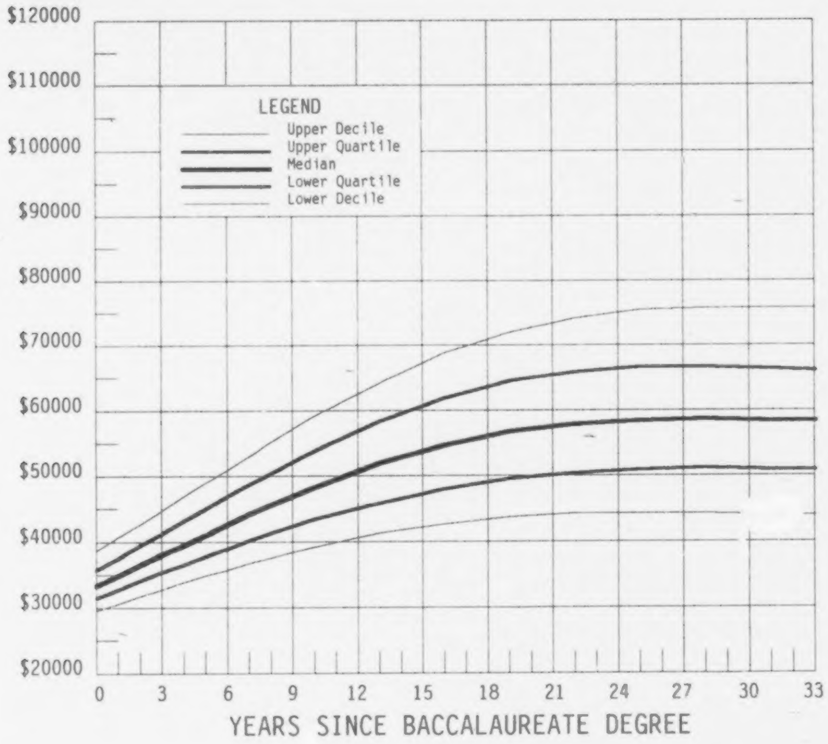
SALARY CURVES FOR ENGINEERS IN ALL INDUSTRY SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	53350	56350	59400	62500	68650	77500	85200	91150	95200	97450	98250	98150	96600	90950	2.2
Upper Quartile	0	0	0	0	0	49100	51600	54150	56750	61800	68900	74950	79600	82750	84500	85200	85200	84150	77050	2.2
Median	0	0	0	0	0	44850	47000	49150	51250	55400	61100	65850	69350	71700	72950	73350	73300	72350	66300	2.2
Lower Quartile	0	0	0	0	0	41000	42700	44350	46000	49200	53550	57200	59950	61900	63050	63650	63850	63650	56050	2.2
Lower Decile	0	0	0	0	0	37900	39300	40750	42100	44750	48250	51100	53250	54650	55500	55850	55950	55650	48650	2.2
Mean	0	0	0	0	0	45500	47650	49850	52000	56300	62250	67300	71200	73950	75550	76350	76500	76000	68450	2.2
Raw (Unsmootned) Statistics																				
Upper Decile	0	0	0	0	0	57100	58400	62400	66000	71350	77150	82350	88750	93650	97000	98500	98700	99500	90950	
Upper Quartile	0	0	0	0	0	50650	51950	55250	59850	64650	69850	73000	76750	80600	83500	85650	86000	87050	77050	
Median	0	0	0	0	0	45350	47400	50650	52200	57100	61800	65100	66900	70450	73050	73600	73300	74050	66300	
Lower Quartile	0	0	0	0	0	40950	43500	45300	47000	50600	54300	56250	57500	61600	63200	64000	64850	64250	56050	
Lower Decile	0	0	0	0	0	38000	39700	42100	42000	45950	48600	50550	50950	54750	55750	56350	57550	55400	48650	
Mean	0	0	0	0	0	46700	48250	51300	53800	58350	62750	65950	68700	72850	75200	76800	77100	77750	68450	
Supporting Data																				
Total Number	43	94	145	128	188	302	459	553	659	2849	3101	3479	3483	3544	2901	2491	2164	3205	29788	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	1	7	13	43	46	52	41	105	309	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ALL INDUSTRY NON-SUPERVISORS, ALL DEGREE LEVELS

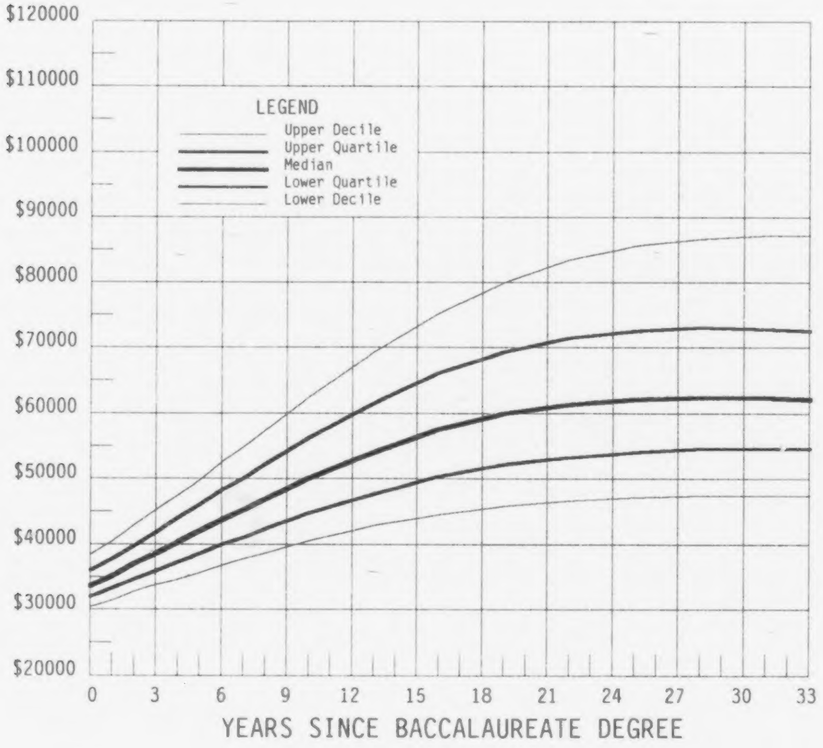


1991 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38750	40700	42750	44800	46900	48950	51050	53100	55150	59100	64400	68750	72000	74150	75350	75850	75850	75200	65200	2.2
Upper Quartile	35800	37600	39450	41300	43150	45050	46900	48750	50500	53950	58450	61950	64450	65950	66650	66750	66500	65550	57150	2.2
Median	33400	34950	36500	38050	39600	41150	42700	44200	45650	48350	51950	54700	56700	57900	58450	58600	58450	57800	48000	2.2
Lower Quartile	31550	32800	34050	35350	36600	37800	39000	40150	41250	43350	46000	48100	49550	50450	50950	51100	51050	50650	40500	2.2
Lower Decile	29500	30600	31700	32750	33800	34850	35850	36750	37650	39300	41350	42800	43700	44200	44350	44300	44100	43500	35150	2.2
Mean	33850	35350	36950	38500	40050	41600	43150	44650	46100	48850	52500	55400	57450	58800	59500	59800	59750	59250	49650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37550	39600	42550	44350	47200	49400	52000	53900	57100	60700	64000	66500	68150	71600	74700	76650	76850	78750	65200	
Upper Quartile	35350	36750	39100	40950	43250	45200	47350	49400	52050	55300	58650	60300	61600	63600	65700	67150	66800	68550	57150	
Median	33400	34350	36150	37700	39550	41350	43150	44750	46800	49250	51750	53500	54850	56750	58050	59250	59100	59100	48000	
Lower Quartile	31600	32400	33750	34850	36550	38000	39250	40500	42250	44300	45800	46650	48050	49850	50800	51950	52700	50850	40500	
Lower Decile	29850	30450	31250	32500	33650	34950	36000	36900	38400	40000	41250	41700	42600	43500	44650	45600	46200	42800	35150	
Mean	33700	34800	36600	38200	40000	41750	43550	45100	47250	49900	52350	53950	55450	57450	59250	60600	60800	60450	49650	
Supporting Data																				
Total Number	2636	3459	4250	3892	4532	5605	5557	4961	4697	12685	9104	7606	6774	5901	4795	4221	3870	6093	100639	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	3	7	5	17	
Less Than $22000	6	1	2	3	5	1	0	3	1	1	0	1	3	1	1	1	0	0	31	

ALL INDUSTRY CURVES AND TABLES, BY SIZE OF EMPLOYERS

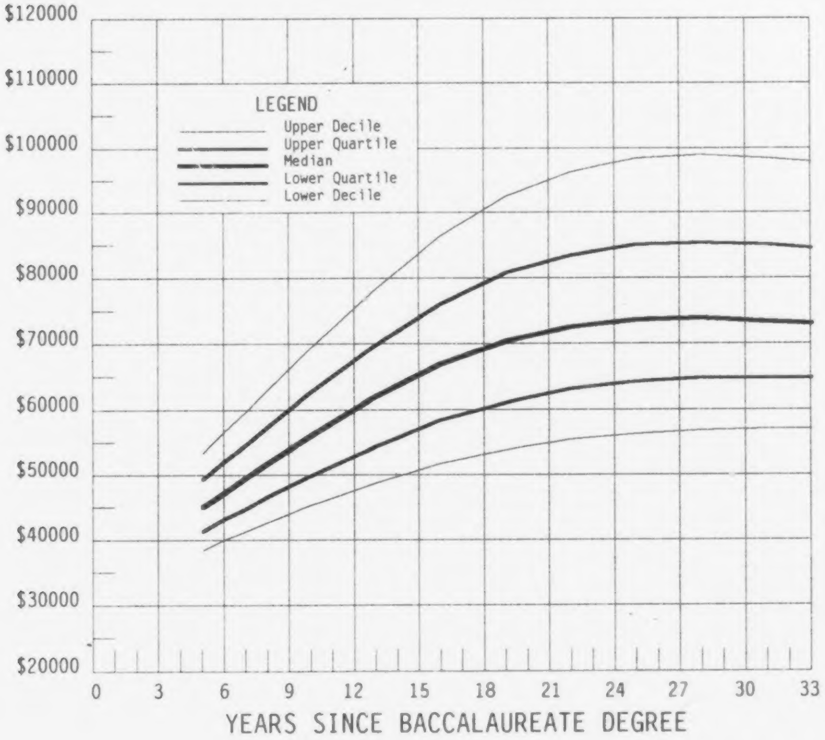
SALARY CURVES FOR ENGINEERS IN LARGE COMPANIES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: LARGE COMPANIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38500	40650	42900	45250	47600	50000	52500	54950	57450	62350	69250	75300	80100	83500	85650	86800	87200	86850	72750	2.2
Upper Quartile	35900	37850	39850	41900	43950	46050	48150	50200	52300	56300	61700	66150	69400	71500	72600	72950	72850	71900	61800	2.2
Median	33650	35300	36950	38650	40350	42050	43750	45400	47000	50100	54250	57500	59900	61400	62200	62450	62350	61700	51750	2.2
Lower Quartile	32000	33350	34650	36000	37350	38650	39950	41200	42450	44800	47850	50300	52150	53400	54150	54550	54650	54500	42950	2.2
Lower Decile	30500	31600	32700	33750	34800	35850	36900	37850	38800	40550	42850	44600	45900	46750	47250	47500	47550	47400	36800	2.2
Mean	34100	35750	37450	39150	40900	42600	44350	46050	47750	51000	55400	59050	61850	63750	64900	65500	65700	65450	53950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37650	39800	42750	45150	48300	50100	52850	55000	58950	63400	68800	73650	78200	82100	85750	88700	86850	88700	72750	
Upper Quartile	35550	37050	39600	41700	44150	46050	48450	50300	53650	57450	61800	65000	67000	70000	72950	73600	72450	74100	61800	
Median	33650	34800	36750	38350	40250	42200	43950	45500	47800	50850	54350	57000	58400	60450	61850	63150	62100	63050	51750	
Lower Quartile	32100	32900	34600	35550	37300	38900	40100	41400	43100	45300	47750	49700	51200	53050	53850	55700	54950	54700	42950	
Lower Decile	30550	31400	32600	33200	34650	36200	36750	38000	39050	41250	42900	44050	45200	46150	46750	48400	48050	47650	36800	
Mean	34150	35300	37350	38900	40950	42700	44450	46050	48500	51750	55350	58350	60450	62900	64950	66500	65600	66350	53950	
Supporting Data																				
Total Number	1893	2526	3025	2720	3215	4061	4289	3939	3790	11405	8824	7535	7006	6396	5274	4540	4245	5511	90196	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	5	7	30	44	36	36	60	217	
Less Than $22000	0	0	0	2	1	1	0	0	0	0	0	0	1	1	1	1	0	0	9	

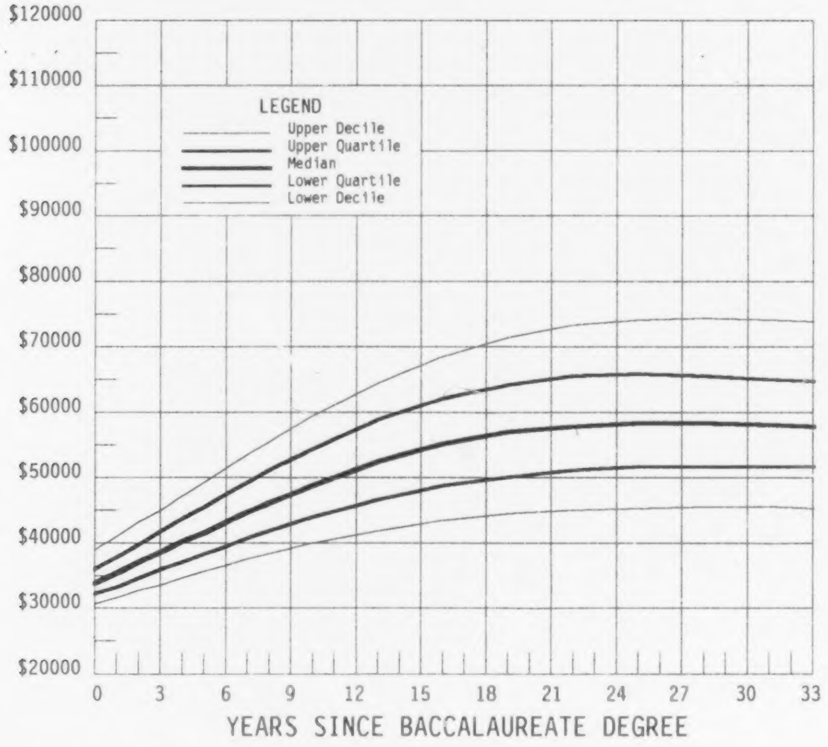
SALARY CURVES FOR ENGINEERS IN LARGE COMPANIES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	53350	56450	59650	62850	6930	78500	86450	92500	96400	98350	98850	98400	96250	91800	2.2
Upper Quartile	0	0	0	0	0	49450	52100	54750	57400	62650	70000	76100	80700	83600	85000	85350	85000	83350	77150	2.2
Median	0	0	0	0	0	45050	47300	49550	51800	56100	62050	66900	70400	72600	73600	73800	73450	72050	66800	2.2
Lower Quartile	0	0	0	0	0	41350	43100	44850	46600	49950	54500	58300	61150	63100	64200	64700	64800	64350	56450	2.2
Lower Decile	0	0	0	0	0	38500	39900	41300	42650	45250	48800	51650	53850	55400	56300	56800	57000	56850	48550	2.2
Mean	0	0	0	0	0	45750	47950	50250	52450	56900	63000	68200	72150	74800	76300	76950	76950	76100	68650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	55500	57800	60850	65650	71500	78100	83900	90850	95150	97700	98950	98550	99200	91800	
Upper Quartile	0	0	0	0	0	49900	52100	55000	60550	65250	70800	74300	78050	81100	84400	85550	85550	86600	77150	
Median	0	0	0	0	0	45150	47000	49600	52900	57150	63050	66550	68400	71250	73900	73750	72850	74000	66800	
Lower Quartile	0	0	0	0	0	41150	42900	44700	47850	50600	55150	58050	59450	62750	64250	64800	64750	65300	56450	
Lower Decile	0	0	0	0	0	38450	39550	41750	44050	45800	49550	51250	52350	55050	55900	57350	56950	57800	48550	
Mean	0	0	0	0	0	46100	47950-	50650	54150	58350	63600	67300	70050	73500	76300	77300	76800	78100	68650	
Supporting Data																				
Total Number	34	74	93	76	120	211	297	381	464	2087	2090	2189	2201	2171	1839	1586	1417	1749	19078	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	5	7	30	42	33	29	54	200	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

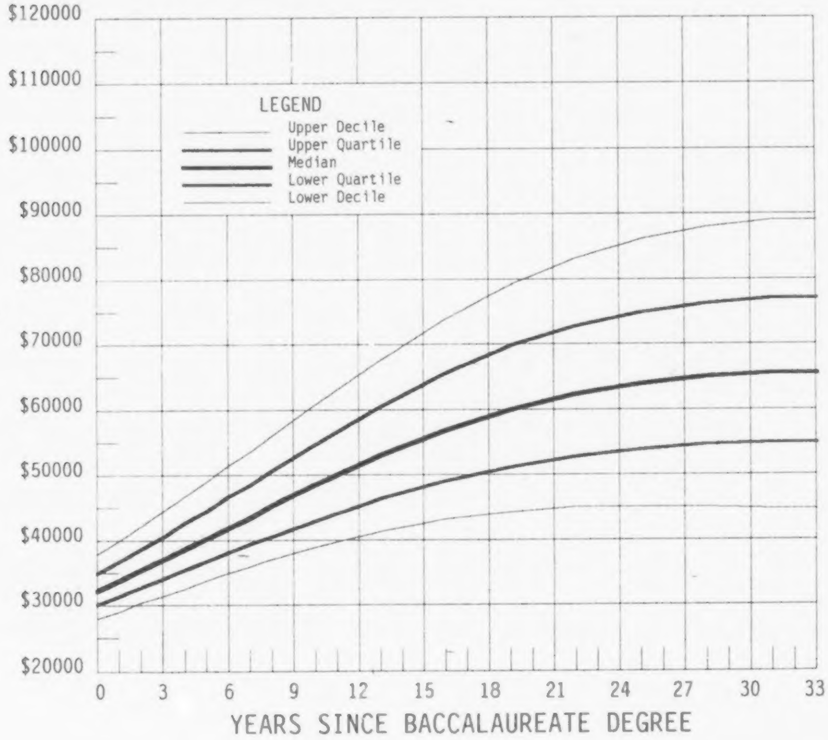
SALARY CURVES FOR ENGINEERS IN LARGE COMPANIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39050	41050	43100	45200	47250	49350	51450	53500	55550	59400	64550	68600	71550	73300	74150	74350	74100	73100	64500	2.2
Upper Quartile	36100	37950	39850	41750	43650	45600	47450	49300	51100	54500	58900	62200	64350	65500	65800	65550	65050	63650	57350	2.2
Median	33850	35400	37000	38550	40150	41700	43250	44750	46200	48900	52450	55100	56950	58000	58450	58450	58200	57400	48650	2.2
Lower Quartile	32200	33450	34700	35950	37200	38450	39600	40750	41900	43950	46600	48700	50200	51150	51650	51850	51850	51500	41300	2.2
Lower Decile	30600	31650	32700	33700	34700	35700	36650	37550	38400	40000	42000	43500	44550	45150	45450	45550	45500	45200	35900	2.2
Mean	34350	35950	37500	39050	40650	42200	43700	45200	46650	49400	53000	55750	57750	58950	59550	59750	59600	59000	50000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37550	39650	42600	44950	48100	49800	52550	54350	57750	61000	63900	66400	67950	70100	73150	75050	74700	77900	64500	
Upper Quartile	35500	36950	39450	41550	43950	45850	48100	49750	52750	55750	58900	60700	61700	63050	64650	66400	65000	67050	57350	
Median	33650	34750	36700	38250	40100	42100	43750	45150	47100	49650	52200	54200	55500	56700	57700	59200	58500	59050	48650	
Lower Quartile	32100	32850	34600	35500	37200	38800	39950	41100	42600	44600	46500	47750	49000	50250	50950	53100	52550	52250	41300	
Lower Decile	30550	31400	32600	33200	34550	36150	36600	37700	38750	40650	42000	42750	43850	44250	45100	46350	46100	45650	35900	
Mean	34000	35200	37200	38800	40800	42500	44200	45550	47700	50300	52800	54650	56050	57400	58900	60650	60000	60850	50000	
Supporting Data																				
Total Number	1859	2452	2933	2645	3095	3850	3992	3558	3326	9318	6734	5346	4806	4225	3434	2954	2829	3761	71118	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	3	7	5	17	
Less Than $22000	0	0	0	2	1	1	0	0	0	0	0	0	1	1	1	1	0	0	9	

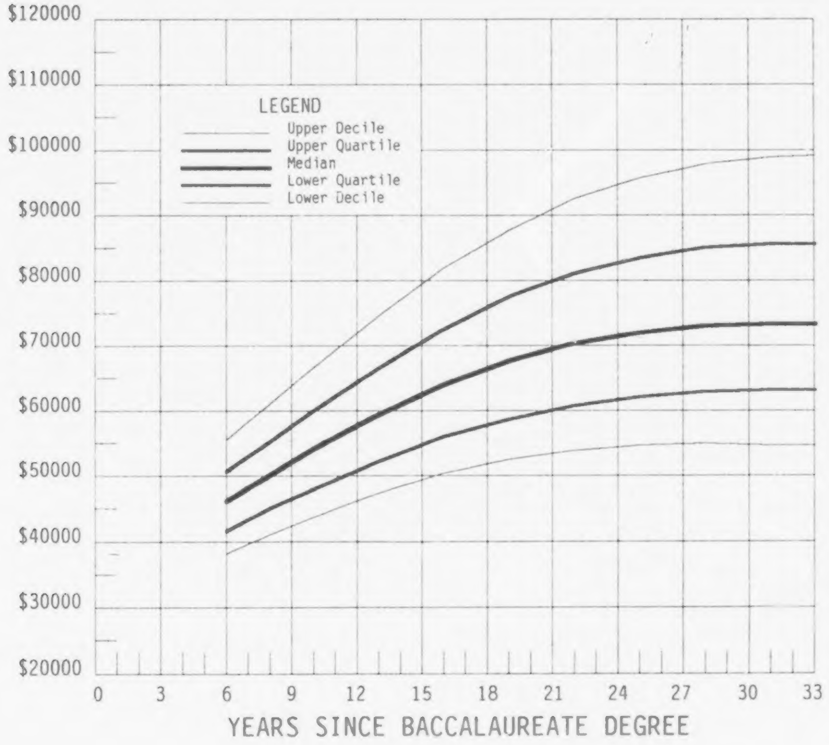
SALARY CURVES FOR ENGINEERS IN MEDIUM-SIZED COMPANIES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: MEDIUM-SIZED COMPANIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38000	40100	42250	44450	46700	49000	51350	53700	56100	60850	67750	73950	79150	83150	86050	87900	89000	89800	76550	2.2
Upper Quartile	34850	36700	38600	40550	42550	44550	46600	48650	50700	54800	60550	65650	69800	72900	75050	76350	77050	77350	64000	2.2
Median	32150	33750	35350	36950	38600	40300	41950	43600	45300	48500	53000	56900	60100	62450	64050	65050	65600	65950	51650	2.2
Lower Quartile	30150	31450	32800	34100	35450	36750	38050	39350	40650	43050	46400	49150	51300	52900	53950	54600	54950	55100	41550	2.2
Lower Decile	27900	29100	30300	31450	32650	33800	34900	36000	37050	38950	41400	43150	44350	44950	45150	45100	44850	44200	35300	2.2
Mean	32800	34400	36050	37700	39400	41050	42800	44500	46150	49450	54100	58100	61350	63800	65550	66600	67250	67650	54450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39000	40550	43450	43650	45800	48650	50200	54200	56350	62050	69350	72850	75950	84350	85450	88950	91300	89350	76550	
Upper Quartile	35350	36700	38700	40150	41800	43850	46550	49950	51350	56050	61300	64350	66850	73150	75250	77850	78000	77450	64000	
Median	33000	33650	34550	36400	38400	40000	42400	44350	46600	49650	53500	55200	57100	62750	65300	66000	67700	65600	51650	
Lower Quartile	30550	31250	32000	33800	35350	36850	38600	39800	41700	44350	46300	46900	48350	54300	56000	55950	58500	53700	41550	
Lower Decile	27950	28900	29400	32050	32400	34200	35200	36150	38400	39550	41050	41200	41800	45500	48350	47050	51100	41650	35300	
Mean	33600	34500	35600	37350	39100	40900	42800	45050	47150	50600	54450	56500	58500	64500	66600	67800	69850	66900	54450	
Supporting Data																				
Total Number	586	757	973	978	1103	1442	1336	1217	1231	3177	2511	2799	2548	2317	1892	1744	1440	3181	31233	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	3	2	12	2	14	10	41	84	
Less Than $22000	3	1	0	0	3	0	0	0	0	0	0	1	0	0	0	0	0	0	7	

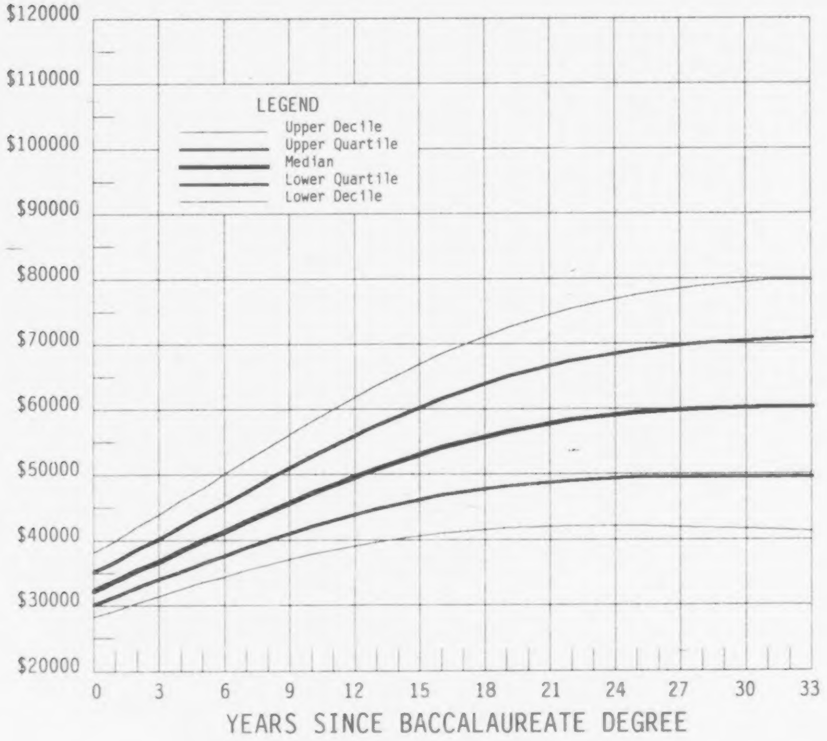
SALARY CURVES FOR ENGINEERS IN MEDIUM-SIZED COMPANIES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: MEDIUM-SIZED COMPANIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	55600	58350	61100	66550	74550	81800	87850	92550	95800	97850	99000	99600	90500	2.2
Upper Quartile	0	0	0	0	0	0	50550	52950	55300	60000	66750	72650	77500	81100	83500	84950	85600	85800	77550	2.2
Median	0	0	0	0	0	0	46250	48250	50200	54050	59450	64050	67700	70350	72050	73000	73400	73350	66300	2.2
Lower Quartile	0	0	0	0	0	0	41700	43350	44950	48050	52300	55950	58750	60800	62150	62900	63250	63300	55950	2.2
Lower Decile	0	0	0	0	0	0	38200	39700	41100	43850	47450	50350	52500	53850	54600	54850	54800	54250	49100	2.2
Mean	0	0	0	0	0	0	46900	48950	51000	55050	60750	65700	69700	72650	74600	75750	76300	76450	68800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	59550	65900	67150	71250	75700	79200	83650	90600	93600	96750	102200	103300	90500	
Upper Quartile	0	0	0	0	0	0	52000	60550	58100	63150	68100	71150	73650	79950	81350	86150	88000	87600	77550	
Median	0	0	0	0	0	0	48400	53800	50850	57400	59900	63000	63700	69500	72950	74250	75050	73900	66300	
Lower Quartile	0	0	0	0	0	0	45750	50500	42650	50100	53400	54500	54550	61400	63700	64200	66600	62500	55950	
Lower Decile	0	0	0	0	0	0	42600	44800	39000	45800	47550	50300	48350	54350	55900	53950	60950	53250	49100	
Mean	0	0	0	0	0	0	49700	54950	52750	58550	61550	64150	65450	72250	74100	76550	79150	77400	68800	
Supporting Data																				
Total Number	9	16	9	37	54	73	117	99	128	572	712	1022	993	997	770	709	560	1179	8056	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	3	2	12	2	14	10	41	84	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

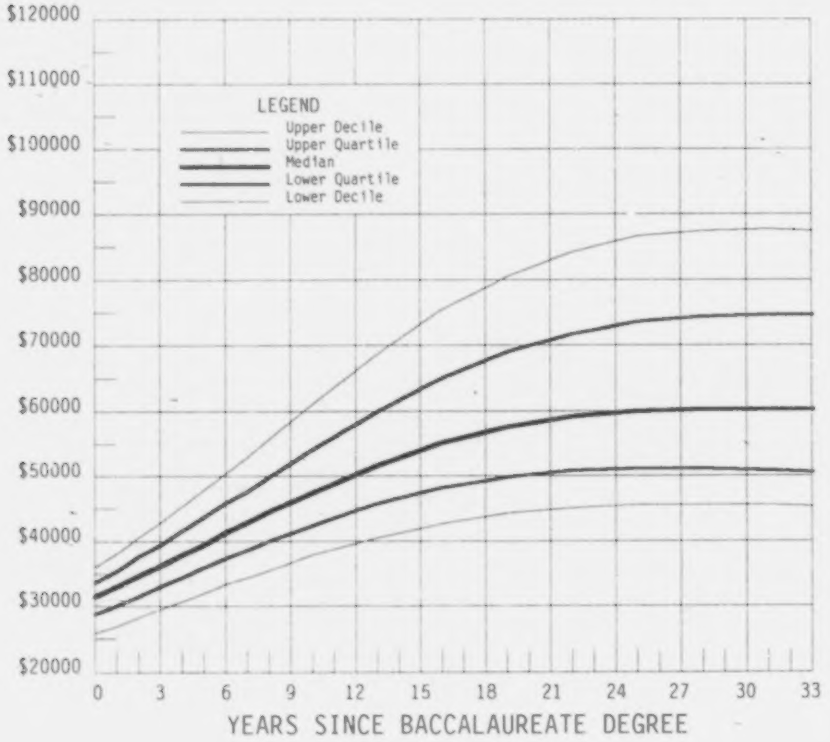
SALARY CURVES FOR ENGINEERS IN MEDIUM-SIZED COMPANIES NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: MEDIUM-SIZED COMPANIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38200	40100	42050	44050	46050	48050	50100	52150	54200	58150	63750	68650	72600	75600	77700	79000	79700	80150	68450	2.2
Upper Quartile	35100	36800	38550	40300	42100	43900	45650	47450	49250	52700	57500	61650	65000	67450	69150	70200	70750	71100	57700	2.2
Median	32350	33850	35350	36850	38350	39900	41400	42900	44350	47200	51000	54150	56600	58350	59450	60100	60350	60300	46950	2.2
Lower Quartile	30250	31500	32800	34050	35300	36500	37700	38900	40000	42100	44800	46850	48300	49200	49600	49700	49650	49150	39100	2.2
Lower Decile	28250	29350	30450	31500	32550	33550	34500	35400	36250	37850	39700	41000	41750	42050	42050	41800	41500	40750	34150	2.2
Mean	32950	34450	35950	37450	38950	40450	41950	43450	44900	47650	51450	54600	57050	58850	60000	60650	61000	61050	49500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38500	40150	43200	43400	44800	47950	49550	52850	55250	59550	65000	66250	69450	75350	78300	80250	81350	80400	68450	
Upper Quartile	35250	36450	38550	39950	41400	43550	45750	48800	50700	54000	58300	59150	61700	66750	69750	70850	72050	72050	57700	
Median	32950	33550	34500	36300	38200	39850	41850	43700	46350	48500	51100	51350	53600	58250	60750	60950	62550	60450	46950	
Lower Quartile	30500	31200	31950	33750	35150	36750	38300	39400	41650	43400	44400	43850	45400	49800	51900	51150	54350	47850	39100	
Lower Decile	27900	28900	29350	32000	32300	34100	34800	35800	38300	38800	39200	39000	38350	41750	44550	43250	47750	39200	34150	
Mean	33250	34300	35500	37100	38500	40500	42150	44150	46500	48850	51650	52100	54100	58650	61500	61800	63950	60700	49500	
Supporting Data																				
Total Number	577	741	964	941	1049	1370	1219	1118	1103	2605	1799	1777	1556	1320	1123	1035	880	2002	23177	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	3	1	0	0	3	0	0	0	0	0	0	1	0	0	0	0	0	0	7	

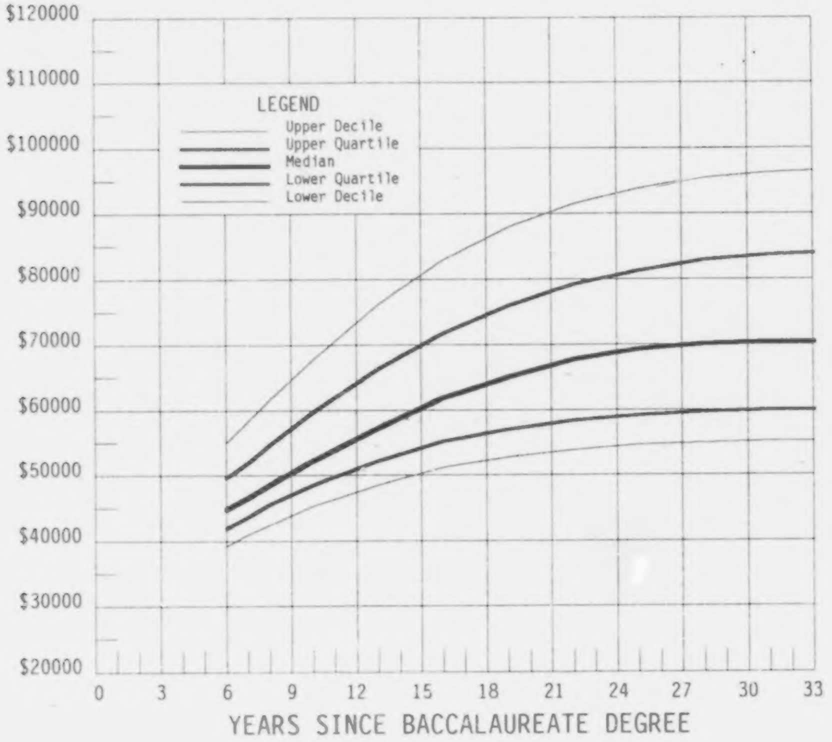
SALARY CURVES FOR ENGINEERS IN SMALL COMPANIES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: SMALL COMPANIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35950	38200	40500	42850	45350	47900	50500	53100	55800	61100	68700	75400	80650	84350	86600	87600	87750	86900	73800	2.2
Upper Quartile	33700	35550	37500	39500	41550	43650	45750	47850	50000	54150	60000	65050	69000	71800	73500	74400	74650	74250	59950	2.2
Median	31450	33050	34650	36300	37950	39600	41250	42900	44500	47600	51750	55100	57550	59200	60050	60400	60350	59800	49100	2.2
Lower Quartile	28800	30200	31600	33050	34500	35900	37300	38700	40000	42500	45750	48250	49900	50850	51200	51150	50900	50050	39850	2.2
Lower Decile	25850	27050	28300	29550	30800	32000	33250	34450	35600	37750	40600	42800	44300	45200	45600	45650	45500	44900	33650	2.2
Mean	31550	33200	34900	36600	38350	40100	41900	43650	45400	48800	53500	57400	60450	62550	63800	64400	64550	64200	51850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35300	37100	40950	42550	45700	48500	51700	52900	55650	63550	67350	71450	80250	84500	87600	86900	88000	88700	73800	
Upper Quartile	33550	35100	37550	39700	41450	43150	46000	48100	51050	55100	60300	64200	66650	72400	71900	73750	75700	76000	59950	
Median	31750	32300	34200	36900	38200	38150	41500	44550	46250	48950	51200	54150	55650	58300	60900	58600	62700	61050	49100	
Lower Quartile	29300	30000	31850	33200	34600	34600	36150	38950	40700	44350	44800	47700	49700	51050	51250	49650	53150	49900	39850	
Lower Decile	27900	27750	26700	29350	30750	32100	32900	34600	36650	38550	39850	43100	45150	44100	43550	46650	48800	44350	33650	
Mean	32000	32750	34950	36800	38150	39350	41750	44050	46650	50250	52850	56150	59950	62450	63450	63300	66300	64900	51850	
Supporting Data																				
Total Number	201	270	397	322	401	403	389	357	331	949	857	746	695	728	525	426	341	598	8936	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	0	3	1	2	5	3	10	25	
Less Than $22000	3	0	2	1	1	0	0	3	1	1	0	0	2	0	0	0	0	0	15	

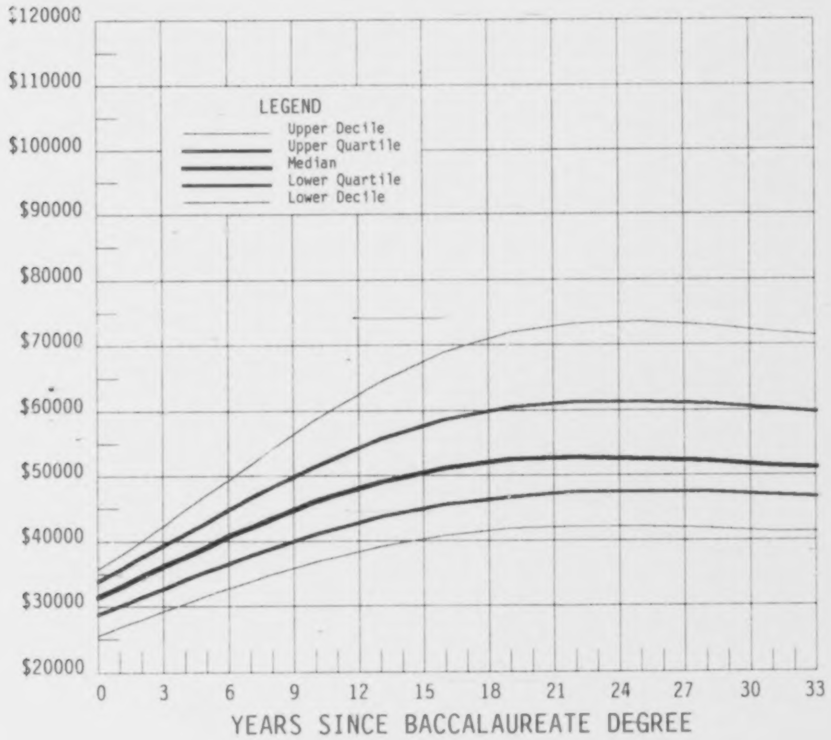
SALARY CURVES FOR ENGINEERS IN SMALL COMPANIES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	54950	58300	61550	67850	76150	82850	87900	91500	93900	95450	96350	97050	89050	3.8
Upper Quartile	0	0	0	0	0	0	49500	52100	54700	59650	66300	71800	76100	79250	81450	82900	83800	84600	74800	3.6
Median	0	0	0	0	0	0	44700	46600	48500	52200	57350	61750	65200	67700	69250	70100	70450	70300	62300	2.2
Lower Quartile	0	0	0	0	0	0	41950	43800	45500	48650	52400	55200	57100	58400	59200	59650	59950	60100	53950	4.2
Lower Decile	0	0	0	0	0	0	39250	40950	42500	45300	48650	51100	52750	53900	54600	55000	55200	55400	48250	4.2
Mean	0	0	0	0	0	0	46400	48700	51000	55250	60750	65150	68400	70750	72300	73350	73950	74450	66150	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	57850	57850	73200	67650	73800	75800	91500	93800	93900	97400	95600	97150	89050	
Upper Quartile	0	0	0	0	0	0	51350	52450	55150	63400	63950	67600	78700	78550	82850	83200	82400	86450	74800	
Median	0	0	0	0	0	0	45300	50250	51050	55050	58100	59350	65350	66050	65200	68600	71800	75300	62300	
Lower Quartile	0	0	0	0	0	0	40150	44900	47600	50900	51850	52300	56200	58150	59600	58750	60400	63000	53950	
Lower Decile	0	0	0	0	0	0	36950	42400	42550	47950	48100	48400	52200	54250	55000	56100	54900	56100	48250	
Mean	0	0	0	0	0	0	46350	49750	53350	57850	59400	61250	69550	70750	71500	73550	73500	77400	66150	
Supporting Data																				
Total Number	1	4	44	16	13	18	44	73	67	190	295	268	286	377	292	196	186	276	2645	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	0	3	1	2	5	3	10	25	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN SMALL COMPANIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35750	37900	40100	42400	44700	47100	49450	51800	54100	58550	64450	68950	71900	73300	73550	73000	72100	69850	61650	2.2
Upper Quartile	33850	35650	37500	39350	41200	43000	44850	46650	48350	51600	55700	58700	60550	61350	61400	60950	60250	58600	52150	2.2
Median	31500	33050	34600	36150	37700	39250	40700	42150	43550	46050	49100	51250	52450	52850	52650	52150	51500	50100	44700	2.2
Lower Quartile	28900	30200	31500	32800	34100	35350	36600	37800	38900	41050	43700	45600	46800	47400	47550	47350	47000	46150	36900	2.2
Lower Decile	25700	26900	28100	29300	30500	31650	32750	33850	34900	36800	39200	40850	41800	42200	42150	41850	41450	40500	32300	2.2
Mean	31500	33100	34700	36300	37950	39550	41100	42650	44100	46900	50350	52900	54450	55200	55250	54900	54350	53050	45800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35300	37100	40100	42100	45650	47550	50750	51150	53800	60200	63650	68900	66450	73700	70350	74350	78000	71150	61650	
Upper Quartile	33500	35100	37350	39500	41400	42700	45300	46550	49550	53150	55150	58650	58600	57700	61400	60150	63400	60750	52150	
Median	31750	32250	34350	36750	38100	37900	41150	43500	44950	47500	47200	51700	51500	51400	51000	51050	53350	52000	44700	
Lower Quartile	29300	29950	31400	32850	34550	34550	35750	37600	39000	43050	42750	45650	47550	45150	44250	47750	50150	47100	36900	
Lower Decile	27900	27700	25950	29200	30600	32100	32650	34000	36350	37400	37750	41700	42450	41150	40150	42850	42700	40550	32300	
Mean	31900	32700	34500	36500	38050	39050	41150	42600	44950	48350	49400	53250	53250	53500	53300	54600	57600	54200	45800	
Supporting Data																				
Total Number	200	266	354	307	388	385	345	284	264	759	561	478	409	351	233	230	155	322	6290	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	3	0	2	1	1	0	0	3	1	1	0	0	2	0	0	0	0	0	15	

ALL INDUSTRY CURVES AND TABLES, BY GEOGRAPHIC REGION

REGIONAL CLASSIFICATION:

New England:
- Connecticut
- Maine
- Massachusetts
- New Hampshire
- Rhode Island
- Vermont

Middle Atlantic:
- New Jersey
- New York
- Pennsylvania

East North Central:
- Illinois
- Indiana
- Michigan
- Ohio
- Wisconsin

West North Central:
- Iowa
- Kansas
- Minnesota
- Missouri
- Nebraska
- North Dakota
- South Dakota

South Atlantic:
- Delaware
- District of Columbia
- Florida
- Georgia
- Maryland
- North Carolina
- South Carolina
- Virginia
- West Virginia

East South Central:
- Alabama
- Kentucky
- Mississippi
- Tennessee

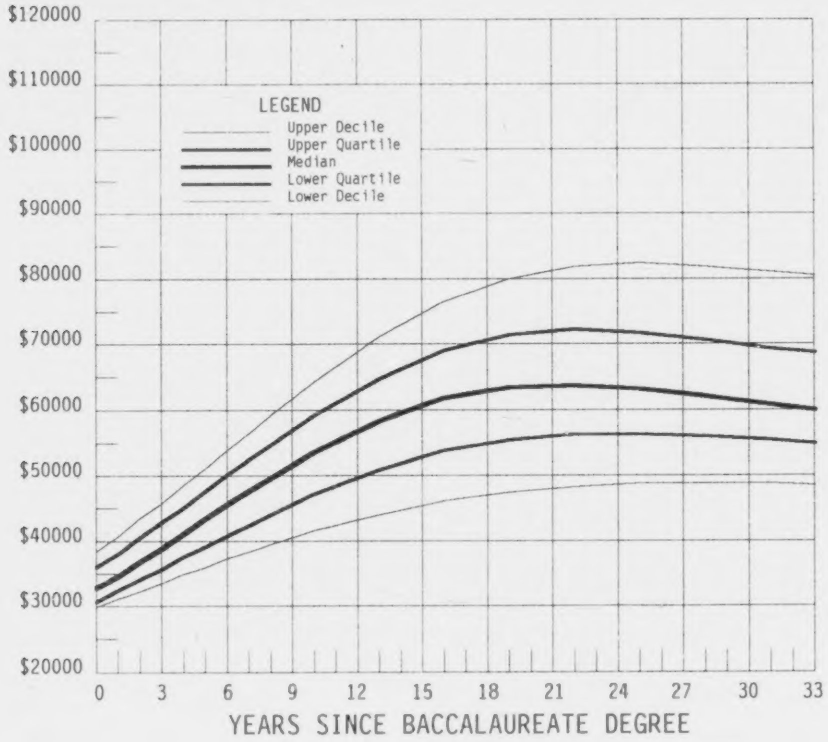
West South Central:
- Arkansas
- Louisiana
- Oklahoma
- Texas

Mountain:
- Arizona
- Colorado
- Idaho
- Montana
- Nevada
- New Mexico
- Utah
- Wyoming

Pacific:
- Alaska
- California
- Hawaii
- Oregon
- Washington

Note: some participating employers are multi-regional, i.e., classed in none of the above categories.

SALARY CURVES FOR ENGINEERS IN NEW ENGLAND
ALL ENGINEERS, ALL DEGREE LEVELS

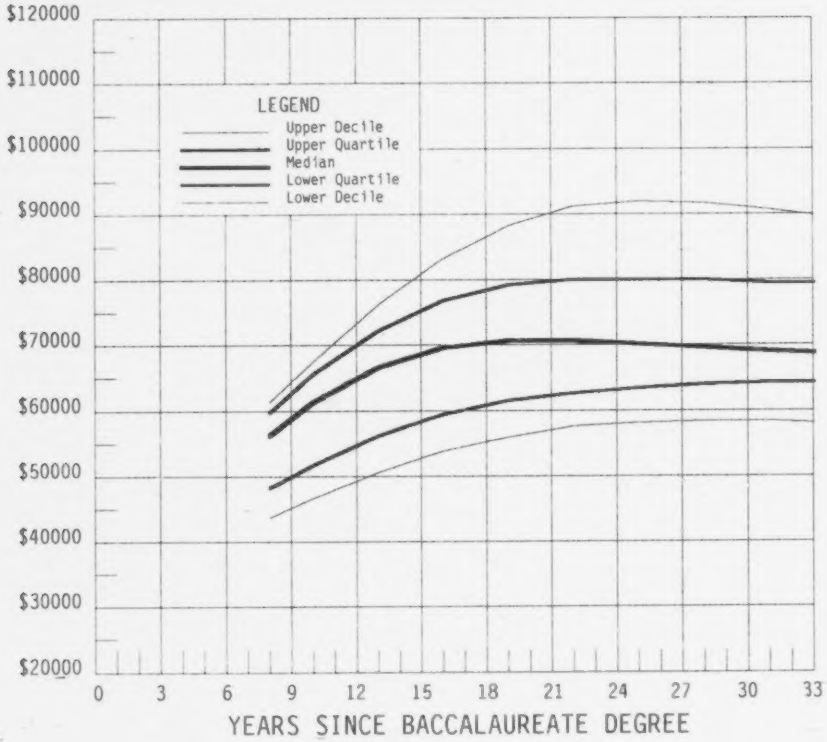


1991 ENGINEERING SALARY STATISTICS: NEW ENGLAND

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38500	40900	43350	45900	48500	51100	53800	56450	59100	64200	71100	76450	80100	82000	82450	82000	81050	78600	71900	2.2
Upper Quartile	36000	38200	40500	42850	45200	47650	50050	52450	54800	59200	64900	69000	71350	72150	71800	70800	69450	66650	62600	2.2
Median	32800	34800	36900	39000	41150	43350	45500	47650	49700	53600	58450	61750	63500	63850	63200	62050	60700	57950	54450	2.2
Lower Quartile	30800	32450	34100	35800	37500	39200	40850	42500	44100	47100	50950	53750	55500	56300	56350	55950	55350	53850	44400	2.2
Lower Decile	29950	31150	32400	33650	34850	36050	37250	38350	39450	41500	44100	46100	47500	48350	48750	48850	48750	48250	36500	2.2
Mean	33750	35700	37650	39600	41650	43650	45650	47650	49600	53250	58000	61550	63800	64800	64900	64450	63650	61800	54700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35200	38900	43250	45800	49250	52550	55700	57400	60600	66000	70900	73500	75750	79100	81900	82850	84900	82600	71900	
Upper Quartile	33050	35000	40500	42650	46650	49450	52000	53650	56800	60950	64200	66250	66000	69600	74150	70800	74250	69250	62600	
Median	31600	33300	35850	37900	41350	44600	47700	49250	52250	55300	58800	59050	58850	61600	63700	61450	63450	61350	54450	
Lower Quartile	30650	32250	33950	35300	37200	38700	40900	43050	45050	48350	52100	52950	51550	56650	56400	55100	54600	56350	44400	
Lower Decile	30050	30900	32600	33550	35150	34550	37100	38350	41050	42200	44100	46300	44200	49500	50550	47250	50350	48350	36500	
Mean	32400	34200	37300	39100	42050	44200	46850	48500	51200	54800	58300	59600	59650	63450	65550	64050	66000	64400	54700	
Supporting Data																				
Total Number	263	455	674	746	880	814	900	754	886	2373	1973	1842	1477	1502	996	850	595	1081	19060	
$125,000 or More	0	0	0	0	0	0	0	0	0	2	0	0	3	2	1	8	5	15	35	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

]

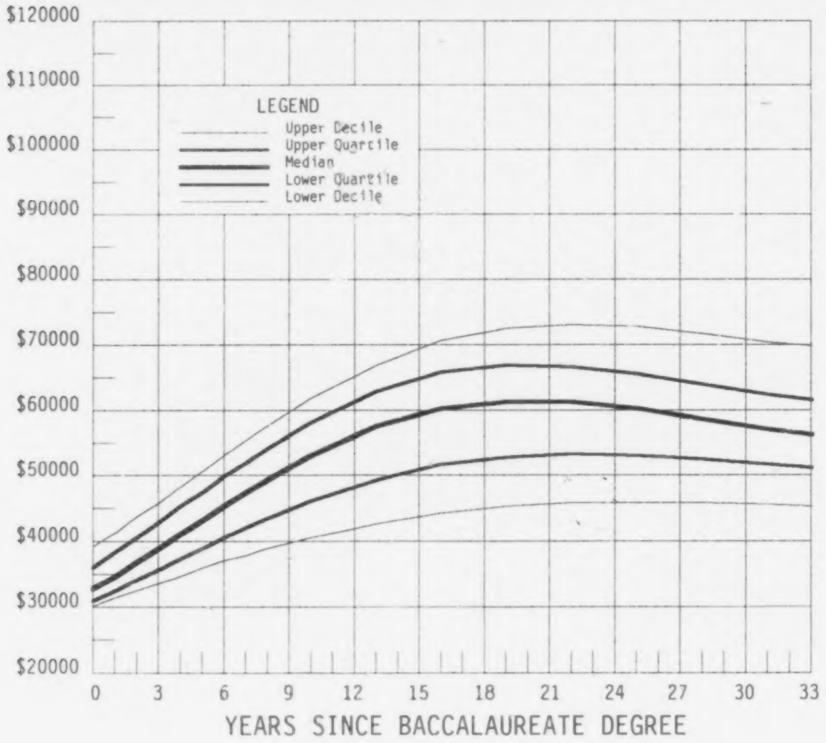
SALARY CURVES FOR ENGINEERS IN NEW ENGLAND SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: NEW ENGLAND, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	61450	67600	76200	83300	88300	91100	92050	91700	90600	87650	84900	2.2
Upper Quartile	0	0	0	0	0	0	0	0	59650	65500	72350	76800	79150	80050	80100	79900	79600	79150	75950	3.0
Median	0	0	0	0	0	0	0	0	56350	61300	66700	69600	70700	70700	70150	69500	68950	68350	68150	3.0
Lower Quartile	0	0	0	0	0	0	0	0	48150	51750	56150	59350	61500	62800	63600	64000	64250	64400	60000	3.0
Lower Decile	0	0	0	0	0	0	0	0	43850	46800	50650	53800	56050	57500	58250	58500	58400	57750	51700	2.2
Mean	0	0	0	0	0	0	0	0	53250	57900	64200	69100	72400	74200	74650	74250	73400	71200	69050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	59550	0	66600	73600	78300	80850	84950	85100	89050	95350	91650	94450	84900	
Upper Quartile	0	0	0	0	0	0	49600	0	63150	69400	73500	73450	77750	76950	81800	82400	83900	79950	75950	
Median	0	0	0	0	0	0	48400	0	60350	63600	68700	67350	68350	66850	75200	71800	73350	67550	68150	
Lower Quartile	0	0	0	0	0	0	47150	0	48250	51000	61200	56400	58000	61000	72450	64100	65950	62600	60000	
Lower Decile	0	0	0	0	0	0	40750	0	44100	48000	53550	53250	53550	55150	62100	54550	61000	69700	51700	
Mean	0	0	0	0	0	0	49050	0	56350	62150	67350	66600	69400	69650	76450	74950	76300	74000	69050	
Supporting Data																				
Total Number	0	7	0	12	13	7	70	37	64	367	371	514	395	647	370	284	213	365	3735	
$125,000 or More	0	0	0	0	0	0	0	0	0	2	0	0	3	2	0	7	4	15	33	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

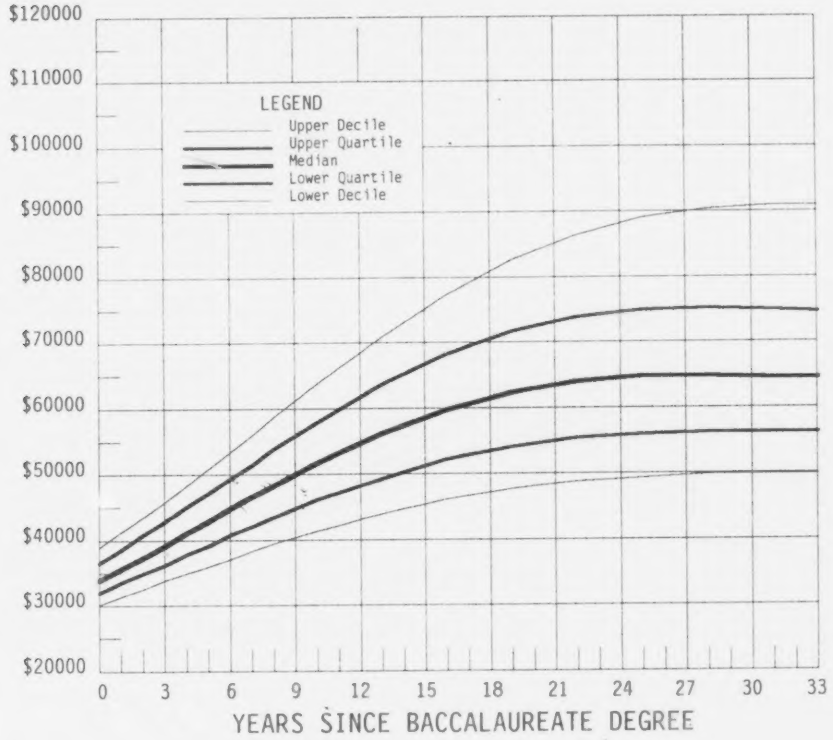
SALARY CURVES FOR ENGINEERS IN NEW ENGLAND
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: NEW ENGLAND, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39100	41350	43650	46000	48400	50750	53100	55400	57600	61750	66950	70600	72550	73150	72700	71700	70400	67750	64700	2.2
Upper Quartile	36100	38300	40600	42900	45250	47550	49850	52100	54250	58200	62900	65850	67000	66750	65600	64000	62350	59150	59250	2.2
Median	32700	34750	36800	38950	41100	43250	45400	47450	49450	53150	57600	60350	61450	61250	60150	58650	57100	54100	51600	2.2
Lower Quartile	31000	32600	34200	35800	37400	39000	40550	42050	43500	46150	49400	51650	52850	53250	53000	52450	51700	50100	42050	2.2
Lower Decile	30200	31350	32500	33650	34800	35900	36950	37950	38900	40650	42800	44300	45300	45750	45900	45750	45500	44850	35500	2.2
Mean	33900	35800	37700	39650	41550	43500	45350	47200	48950	52250	56200	58850	60200	60500	60000	59050	58000	55800	51200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35200	39000	43250	45850	49250	52500	55600	56950	59550	63250	66350	67750	67600	70100	69900	71400	76300	73200	64700	
Upper Quartile	33050	35000	40500	42650	46700	49450	52100	53500	56300	59500	62300	62800	62700	63450	64250	63500	66500	63900	59250	
Median	31600	33300	35850	37800	41500	44600	47400	49150	52000	54600	57450	57550	57000	58800	58850	58850	59050	58400	51600	
Lower Quartile	30650	32250	33950	35300	37200	38650	40650	42950	44550	47500	50550	49900	48650	54000	52500	51750	52350	52650	42050	
Lower Decile	30050	30850	32600	33500	35150	34550	36850	38200	40900	41500	42700	43550	42600	46000	49050	43300	47850	45450	35500	
Mean	32400	34200	37300	39050	42100	44150	46700	48350	50800	53500	56200	56900	56100	58800	59100	58600	60300	59500	51200	
Supporting Data																				
Total Number	263	448	674	734	867	807	830	718	822	2006	1601	1328	1083	855	626	566	382	716	15325	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

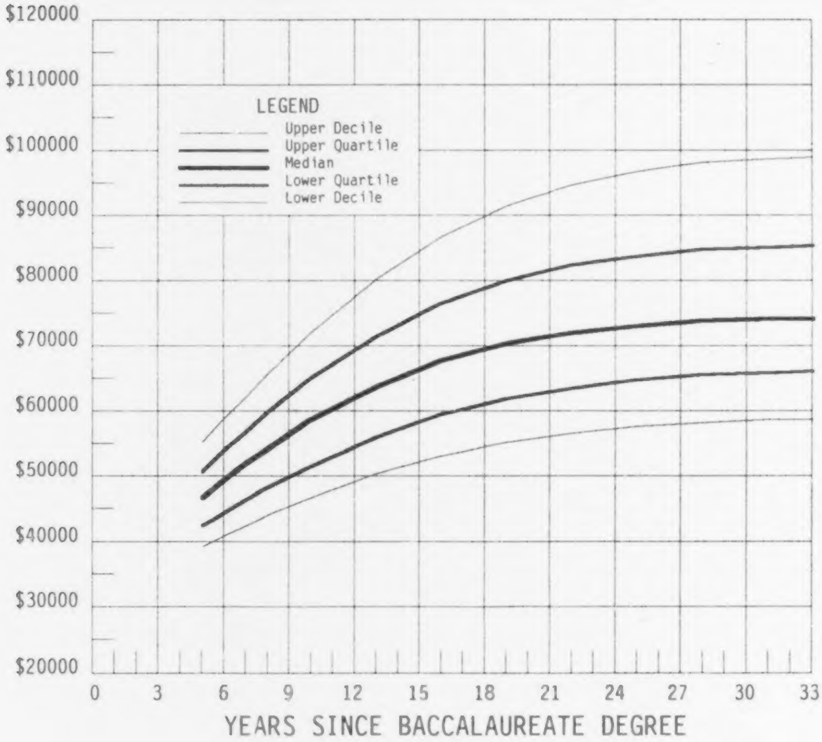
SALARY CURVES FOR ENGINEERS IN MID-ATLANTIC STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39050	41300	43600	45950	48400	50900	53400	55950	58550	63650	70950	77400	82600	86450	88950	90400	91000	91000	75050	2.2
Upper Quartile	36600	38650	40700	42850	45000	47200	49400	51600	53800	58000	63700	68400	71750	73900	74950	75250	75000	73850	63850	2.2
Median	33900	35650	37400	39250	41050	42900	44700	46550	48300	51700	56200	59800	62400	63950	64700	64850	64650	63750	53800	2.2
Lower Quartile	32050	33500	34950	36400	37850	39300	40700	42100	43450	46050	49450	52150	54100	55400	56100	56400	56400	56000	44150	2.2
Lower Decile	30250	31400	32600	33800	34950	36100	37200	38300	39400	41400	44000	46100	47700	48750	49400	49750	49850	49750	37400	2.2
Mean	34400	36150	37900	39750	41600	43400	45250	47100	48900	52400	57100	61000	63900	65850	66950	67450	67500	67000	55600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37800	40100	43450	46200	49150	51550	54550	55700	59800	65150	70300	74800	80750	84200	88450	92950	92350	93050	75050	
Upper Quartile	35400	37300	40500	42950	46050	47750	50350	51600	55300	59400	63300	66100	69100	73050	75000	75950	75500	76150	63850	
Median	33450	35150	37100	39250	41300	43050	44800	46050	49350	53050	56250	58500	60950	63200	64300	64800	64900	65500	53800	
Lower Quartile	32150	33100	34700	36300	38250	39350	40650	41750	43750	47000	49100	51350	53500	55450	55950	56550	56850	56300	44150	
Lower Decile	30300	31100	32500	33750	35350	36450	37050	37800	39450	42000	43600	45250	47650	49650	49650	49300	50350	49500	37400	
Mean	34100	35500	37750	39800	42100	43600	45450	46650	49650	53550	56850	59600	62800	65500	66850	67750	67750	68100	55600	
Supporting Data																				
Total Number	1013	1352	1612	1325	1814	2203	2204	2162	2045	5890	4923	4312	3837	3561	2997	2605	2235	2950	49041	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	0	6	10	7	13	9	22	68	
Less Than $22000	0	0	1	1	1	1	0	0	0	1	0	0	1	0	0	0	0	0	6	

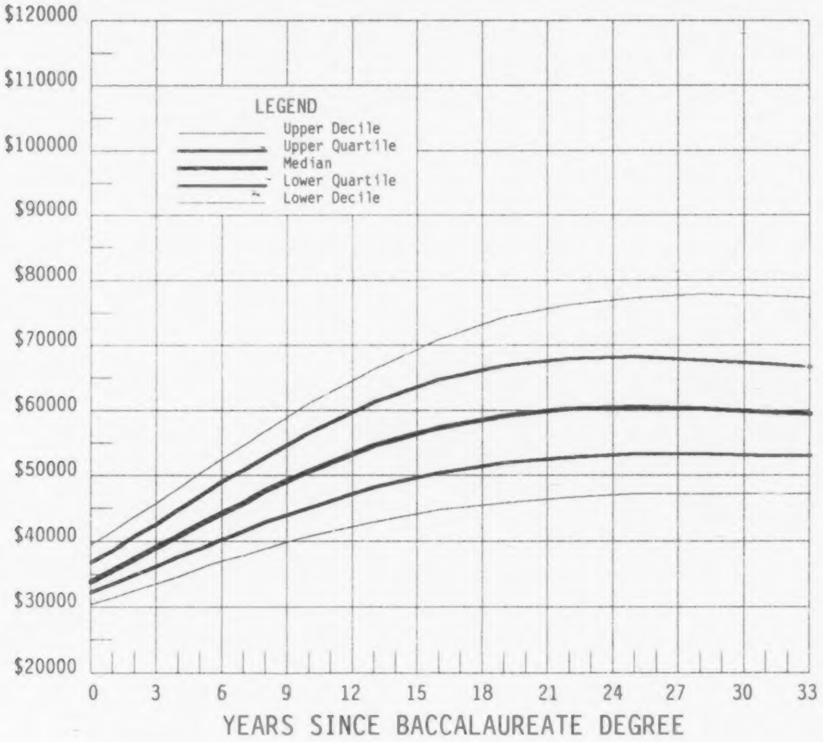
SALARY CURVES FOR ENGINEERS IN MID-ATLANTIC STATES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	55100	58650	62200	65600	72000	80250	867[illegible]	91400	94650	96750	98050	98750	99200	94750	4.2
Upper Quartile	0	0	0	0	0	50750	53800	56800	59650	64950	71550	765[illegible]	80000	82350	83850	84700	85200	85550	78100	4.2
Median	0	0	0	0	0	46800	49400	51900	54250	58550	63800	67650	70300	72000	73100	73750	74050	74300	68350	4.4
Lower Quartile	0	0	0	0	0	42350	44350	46300	48150	51600	55950	59350	61850	63600	64800	65550	65950	66300	58500	3.8
Lower Decile	0	0	0	0	0	39100	40750	42350	43900	46700	50300	53050	55100	56550	57550	58200	58550	58900	49700	3.6
Mean	0	0	0	0	0	47200	49850	52350	54750	59200	64800	69000	72050	74100	75450	76250	76700	77000	69550	4.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	55400	58750	62050	65400	72950	78600	84450	95200	95950	96900	97750	97500	97800	94750	
Upper Quartile	0	0	0	0	0	49000	51650	54450	60250	67950	71650	74850	79200	81300	84400	86100	85350	85900	78100	
Median	0	0	0	0	0	44500	46250	50250	51750	60850	64850	67600	69850	72300	73600	74550	72200	73450	68350	
Lower Quartile	0	0	0	0	0	40900	43100	45000	47900	52400	55900	59400	62100	64350	64900	65950	64850	65450	58500	
Lower Decile	0	0	0	0	0	38500	39600	42150	44300	47850	50000	52250	54550	57050	57800	59200	57800	58750	49700	
Mean	0	0	0	0	0	45800	48050	51200	53850	61150	64900	68150	71900	74250	75500	77250	75650	76900	69550	
Supporting Data																				
Total Number	19	52	95	49	78	120	189	215	236	962	1109	1176	1285	1365	1185	995	915	1051	11098	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	0	6	10	6	11	8	18	59	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

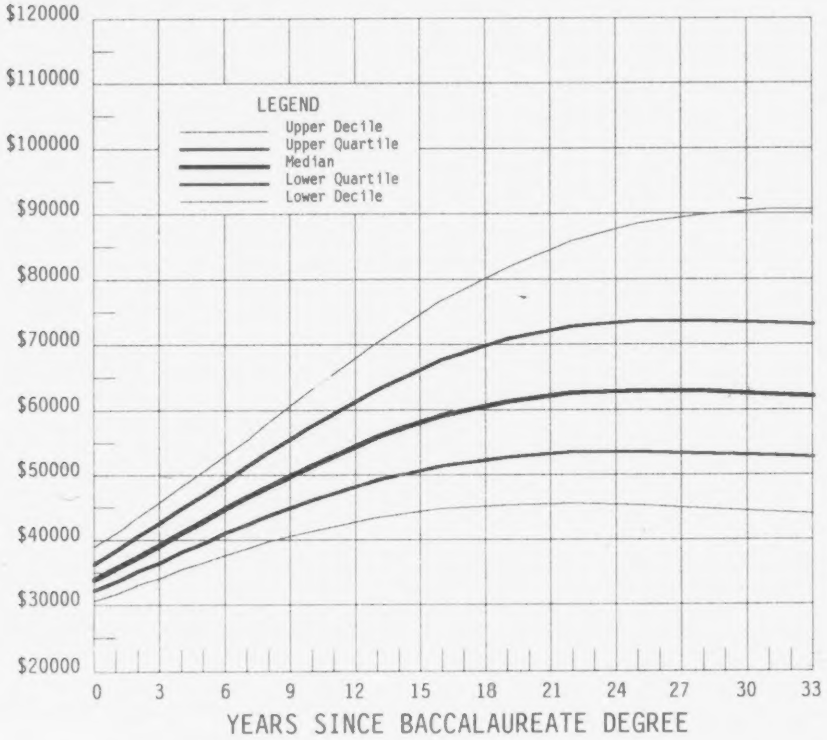
SALARY CURVES FOR ENGINEERS IN MID-ATLANTIC STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39550	41650	43750	45900	48100	50300	52500	54700	56850	60950	66500	71050	74300	76400	77450	77800	77650	76650	66550	2.2
Upper Quartile	36800	38750	40750	42800	44850	46900	48950	50950	52900	56550	61250	64750	66950	68000	68200	67800	67100	65350	59150	2.2
Median	33950	35700	37400	39150	40900	42650	44350	46000	47650	50700	54550	57450	59300	60250	60500	60250	59750	58450	50600	2.2
Lower Quartile	32150	33550	34900	36300	37700	39050	40350	41650	42900	45200	48200	50450	51950	52850	53250	53250	53100	52450	42100	2.2
Lower Decile	30300	31450	32600	33700	34800	35900	36950	37950	38900	40700	43000	44750	46000	46750	47100	47250	47200	46850	36350	2.2
Mean	34600	36250	37950	39650	41350	43050	44700	46350	47950	50950	54850	57900	60000	61250	61850	61900	61650	60800	51550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37600	39800	43200	45950	49100	51450	54250	55350	59150	62600	65900	67600	69950	74100	76350	78650	78800	82250	66550	
Upper Quartile	35300	37150	40300	42800	46000	47650	50250	51150	54950	57950	60850	62400	63750	65600	66950	67600	67750	70100	59150	
Median	33400	35050	37050	39150	41150	42950	44550	45700	48850	52050	54400	56000	57550	59150	59450	60000	60450	60850	50600	
Lower Quartile	32100	33000	34700	36200	38150	39250	40400	41400	43200	46100	47800	49600	51350	52600	53000	53000	53550	53350	42100	
Lower Decile	30300	31050	32450	33650	35300	36350	36800	37300	39100	41400	42550	44100	45700	47050	47150	47300	47550	46950	36350	
Mean	33950	35350	37550	39600	42000	43500	45200	46150	49100	52100	54500	56400	58250	60050	61200	61900	62250	63250	51550	
Supporting Data																				
Total Number	994	1300	1517	1276	1736	2084	2015	1947	1809	4928	3814	3136	2551	2196	1812	1610	1320	1899	37942	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	2	4	9	
Less Than $22000	0	0	1	1	1	1	0	0	0	1	0	0	1	0	0	0	0	0	6	

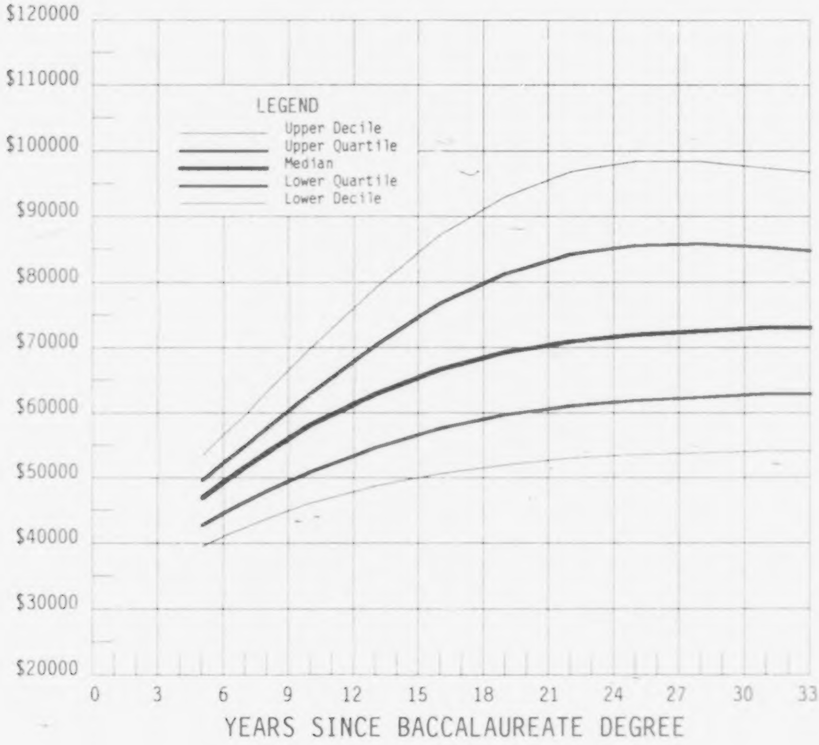
SALARY CURVES FOR ENGINEERS IN EAST NORTH CENTRAL STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39000	41150	43450	45750	48150	50600	53100	55600	58150	63200	70350	76750	81950	85850	88450	89950	90650	90800	73050	2.2
Upper Quartile	36350	38350	40450	42600	44800	47000	49200	51400	53550	57700	63300	67800	71000	72850	73700	73700	73300	71900	62200	2.2
Median	33850	35650	37450	39250	41100	42900	44750	46550	48300	51600	55900	59200	61450	62650	63050	62900	62500	61200	51850	2.2
Lower Quartile	32150	33650	35150	36600	38100	39550	41000	42350	43700	46150	49250	51450	52850	53500	53600	53350	52950	51850	42700	2.2
Lower Decile	30550	31800	33050	34250	35400	36550	37650	38700	39650	41400	43400	44700	45350	45500	45250	44800	44300	43200	36700	2.2
Mean	34450	36200	38000	39800	41650	43500	45350	47150	48900	52300	56800	60350	62900	64500	65250	65400	65200	64300	54050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37550	40100	43500	45750	49150	51250	53950	55800	59750	64600	70400	73950	78150	83900	87650	91000	95200	93950	73050	
Upper Quartile	35600	37150	40450	42500	45850	47200	49650	51900	54950	58950	63300	65800	67500	72000	73650	74700	75750	73550	62200	
Median	33950	35150	37100	39150	41450	42700	44750	46600	49300	52600	56400	57650	59250	62350	62950	63650	64850	61350	51850	
Lower Quartile	32600	33300	34850	36350	38400	39300	41150	42350	44350	46700	49800	49950	51250	53600	54250	54600	55850	50400	42700	
Lower Decile	31050	31650	32500	33700	35650	36450	37850	38850	40400	42100	43950	42800	43950	44550	46350	47400	49300	40550	36700	
Mean	34550	35650	37750	39700	42100	43400	45450	47350	49900	53350	57100	58600	60650	63950	65650	66250	67850	64400	54050	
Supporting Data																				
Total Number	1435	1792	1968	1681	2042	2724	2775	2452	2466	6745	5408	4773	4261	3698	2995	2544	2017	2859	54634	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	2	15	29	8	18	40	115	
Less Than $22000	0	1	0	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	4	

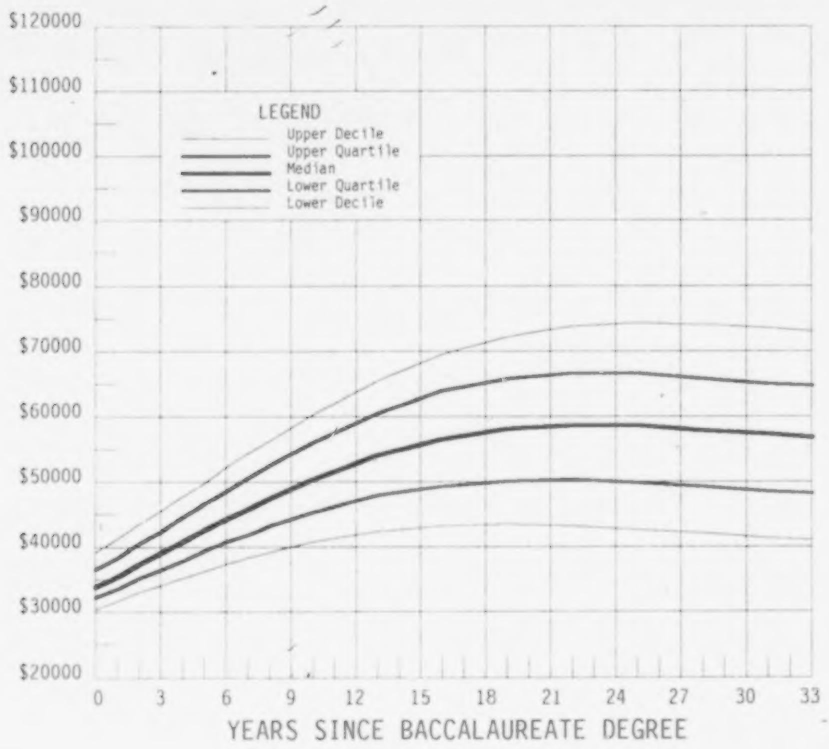
SALARY CURVES FOR ENGINEERS IN EAST NORTH CENTRAL STATES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	53300	56500	59800	63100	69750	79200	87250	93200	96800	98300	98350	97450	94600	92900	2.2
Upper Quartile	0	0	0	0	0	49500	52200	54950	57650	63000	70500	76800	81400	84250	85600	85800	85350	83450	76550	2.2
Median	0	0	0	0	0	46900	49400	51750	54000	58100	63050	66700	69250	70950	72000	72650	72950	73150	66300	4.4
Lower Quartile	0	0	0	0	0	42650	44500	46300	48000	51050	54800	57650	59650	61050	61950	62500	62850	63050	55100	4.0
Lower Decile	0	0	0	0	0	39550	41050	42450	43750	46100	48800	50750	52100	53000	53600	53900	54100	54250	47750	4.0
Mean	0	0	0	0	0	47350	49850	52300	54600	58850	64150	68200	71100	73050	74300	75100	75550	75850	67900	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	54900	58800	63800	68450	72700	78650	83100	90950	95650	97350	97600	98650	99200	92900	
Upper Quartile	0	0	0	0	0	49550	52850	56200	62350	67200	71700	73700	77200	81800	83700	86250	87550	88300	76550	
Median	0	0	0	0	0	45150	47600	51400	54800	58450	64250	66250	67850	72250	72600	72700	74050	71000	66300	
Lower Quartile	0	0	0	0	0	41250	44200	46000	49000	51350	55600	56450	58000	63150	62500	62950	65500	60050	55100	
Lower Decile	0	0	0	0	0	38500	40650	42550	44800	46250	50000	50250	49050	54300	54400	54500	57350	52150	47750	
Mean	0	0	0	0	0	46550	48850	52300	56600	59850	64650	66550	68800	73800	75200	75200	77500	76000	67900	
Supporting Data																				
Total Number	32	73	75	66	123	172	253	293	280	1370	1484	1595	1509	1470	1216	1040	857	1046	12955	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	2	15	28	7	14	39	108	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

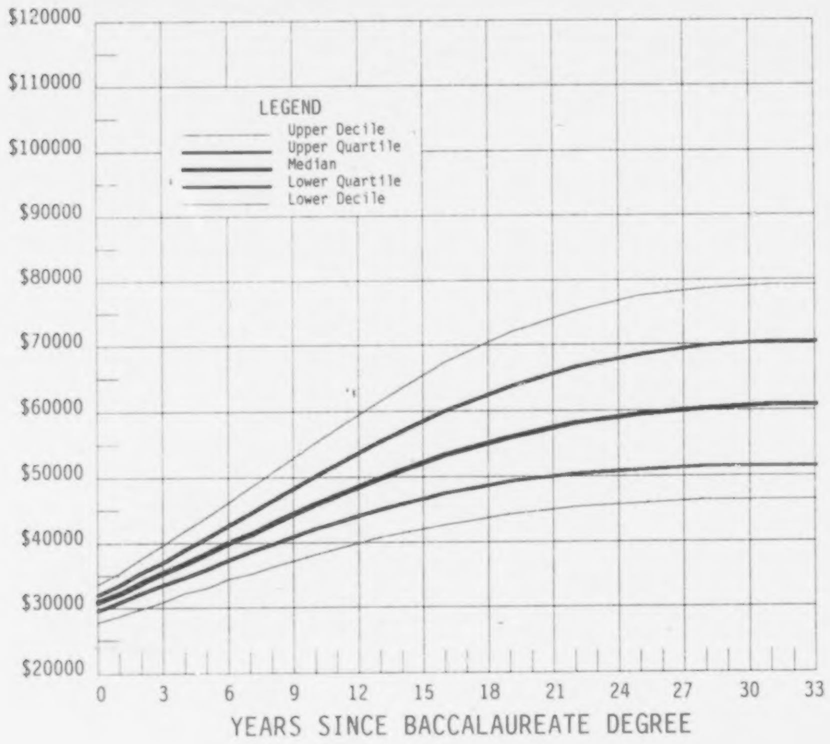
SALARY CURVES FOR ENGINEERS IN EAST NORTH CENTRAL STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39200	41300	43400	45600	47800	49950	52150	54300	56400	60400	65600	69650	72350	73800	74300	74100	73550	71950	64350	2.2
Upper Quartile	36500	38450	40450	42500	44550	46600	48600	50600	52500	56100	60600	63900	65850	66650	66600	66000	65200	63250	57300	2.2
Median	33900	35600	37350	39100	40850	42600	44300	45950	47550	50500	54100	56650	58150	58650	58550	58000	57250	55600	48550	2.2
Lower Quartile	32150	33600	35100	36550	37950	39350	40700	42000	43200	45350	47900	49450	50200	50300	49900	49250	48500	47050	40850	2.2
Lower Decile	30500	31750	32950	34150	35300	36350	37400	38350	39250	40750	42400	43300	43550	43300	42750	42100	41400	40100	35700	2.2
Mean	34600	36250	37950	39650	41350	43050	44650	46250	47800	50650	54200	56800	58350	59050	59100	58750	58150	56800	49750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37400	39750	43350	45550	48900	51050	53350	55200	58550	61900	64950	66450	67800	70650	73450	75250	75900	77400	64350	
Upper Quartile	35550	37050	40350	42450	45650	47000	49400	51200	54200	57400	60350	61400	62550	64100	65800	66750	66850	67100	57300	
Median	33950	35050	37000	39100	41200	42550	44350	46150	48700	51500	54400	54700	56150	57650	58400	59000	59300	56350	48550	
Lower Quartile	32600	33200	34800	36350	38300	39250	40900	41950	43950	45850	48150	47150	49350	50250	50950	51350	52350	44900	40850	
Lower Decile	31000	31500	32450	33750	35350	36300	37550	38650	40100	41600	42650	41500	42400	42050	43050	44600	45300	38650	35700	
Mean	34350	35500	37600	39600	41800	43200	45100	46700	49050	51650	54250	54600	56150	57500	59100	60100	60750	57750	49750	
Supporting Data																				
Total Number	1402	1719	1892	1615	1919	2552	2522	2159	2186	5375	3923	3178	2752	2228	1779	1505	1160	1813	41679	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	4	1	6	
Less Than $22000	0	1	0	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	4	

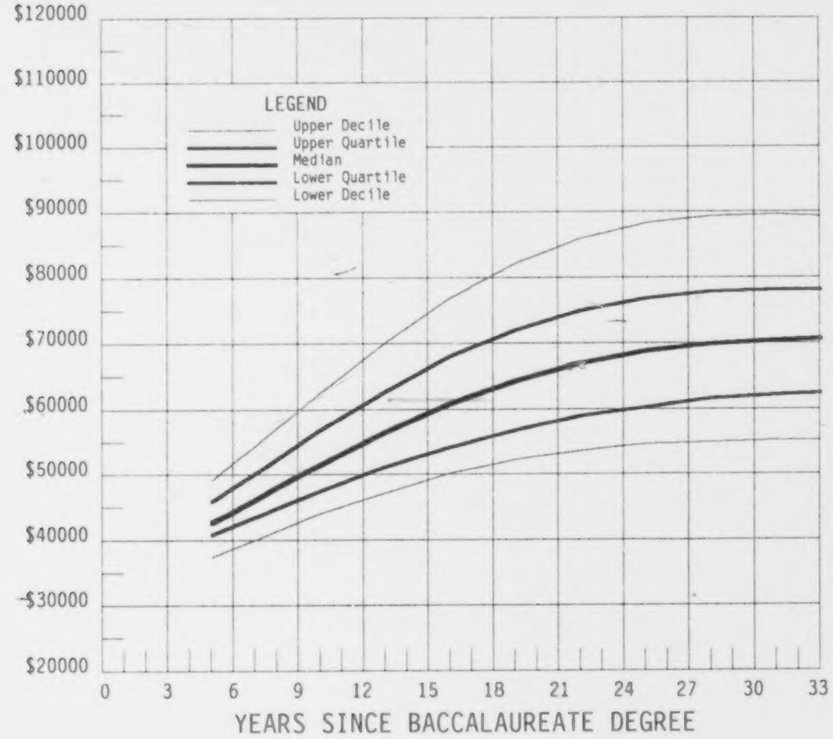
SALARY CURVES FOR ENGINEERS IN WEST NORTH CENTRAL STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	33600	35550	37550	39650	41750	43950	46200	48450	50700	55200	61650	67350	71950	75300	77500	78700	79200	79050	67400	2.2
Upper Quartile	32000	33700	35400	37200	39000	40850	42700	44550	46450	50150	55350	59950	63750	66600	68550	69750	70400	70750	56850	2.2
Median	30900	32350	33850	35350	36850	38400	39950	41450	42950	45850	49900	53350	56100	58100	59450	60300	60700	60900	46600	2.2
Lower Quartile	29600	30900	32200	33500	34800	36050	37300	38550	39750	42050	45050	47450	49200	50400	51050	51350	51400	51150	38300	2.2
Lower Decile	27700	28800	29900	31050	32150	33200	34300	35300	36350	38250	40750	42750	44300	45350	46000	46350	46450	46400	33500	2.2
Mean	30950	32450	34000	35550	37100	38700	40300	41900	43450	46500	50800	54500	57500	59750	61300	62250	62800	63150	49100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33900	35450	37800	40200	42000	42500	44500	50500	50900	57000	63100	66300	67150	79700	75150	82800	79100	79450	67400	
Upper Quartile	33150	33800	35500	37300	39050	40300	42050	44550	46300	50750	56950	59950	59900	69850	67250	73300	71750	69750	56850	
Median	31900	32700	33500	35100	36900	38400	39400	41450	43200	46500	50400	53500	53550	59200	57950	65200	62900	59450	45600	
Lower Quartile	30550	31100	32150	33150	34950	36150	37050	38850	39900	41800	45550	47350	47800	50450	50900	56800	53800	48900	38300	
Lower Decile	28350	27700	30300	31600	32850	33300	34700	35550	35600	37550	41450	42450	42700	46400	45650	50300	50050	44100	33500	
Mean	32600	32400	34050	35600	37350	38300	39750	42450	43850	46850	51400	54300	54700	62950	59600	66450	64400	61750	49100	
Supporting Data																				
Total Number	80	174	187	209	199	331	234	172	169	497	471	392	439	260	216	175	183	308	4695	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	2	1	7	13	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

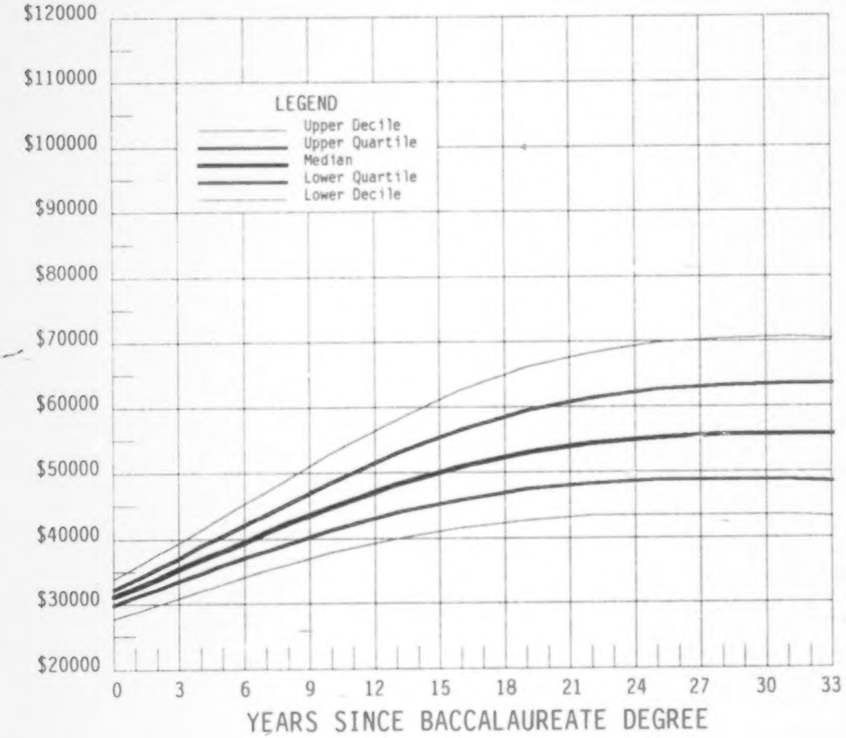
SALARY CURVES FOR ENGINEERS IN WEST NORTH CENTRAL STATES SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	49100	51700	54400	57050	62450	70100	76850	82200	85950	88200	89250	89500	88700	81850	2.2
Upper Quartile	0	0	0	0	0	45850	48050	50200	52400	56700	62750	67950	72050	75000	76850	77800	78150	77850	72400	2.2
Median	0	0	0	0	0	42600	44400	46200	48000	51500	56450	60750	64250	66900	68700	69850	70500	70900	63000	2.2
Lower Quartile	0	0	0	0	0	40750	42100	43500	44850	47450	51100	54250	56850	58900	60400	61500	62200	62950	54250	2.2
Lower Decile	0	0	0	0	0	37400	38800	40100	41450	43950	47300	50100	52200	53650	54600	55050	55250	55150	48900	2.2
Mean	0	0	0	0	0	43550	45400	47250	49100	52750	57900	62450	66250	69200	71300	72700	73550	74300	65500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	49200	52100	0	72550	63450	67650	74350	75750	109600	80000	86200	85950	91500	81850	
Upper Quartile	0	0	0	0	0	46000	46300	0	54500	59800	63400	67300	66850	79300	75350	78850	75800	80050	72400	
Median	0	0	0	0	0	42150	44800	0	46300	54000	58200	60250	58900	70150	67750	71700	69250	72100	63000	
Lower Quartile	0	0	0	0	0	38600	42650	0	44700	49750	53000	54900	54200	59200	52350	64500	63450	65800	54250	
Lower Decile	0	0	0	0	0	31000	40700	0	43050	47550	48100	51200	51250	51100	48900	55600	57850	57750	48900	
Mean	0	0	0	0	0	42050	46750	0	51600	54950	58350	62600	61850	74100	66200	73450	71450	77700	65500	
Supporting Data																				
Total Number	3	0	0	2	2	11	13	6	20	64	121	100	121	109	74	78	74	98	896	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	2	1	7	13	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

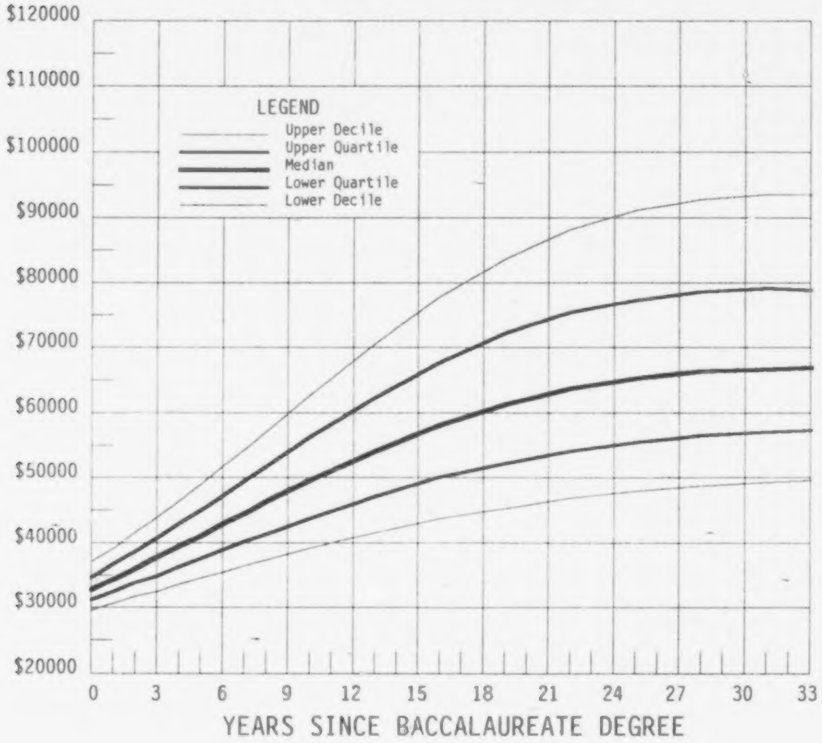
SALARY CURVES FOR ENGINEERS IN WEST NORTH CENTRAL STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	33900	35700	37550	39450	41400	43350	45300	47300	49200	53000	58250	62650	66050	68350	69750	70400	70550	70100	60250	2.2
Upper Quartile	32300	33900	35500	37150	38850	40500	42150	43850	45450	48650	52950	56600	59400	61400	62600	63250	63500	63350	51750	2.2
Median	31150	32550	33950	35350	36750	38200	39600	40950	42300	44850	48200	50950	53000	54400	55250	55650	55750	55500	43300	2.2
Lower Quartile	29900	31100	32300	33550	34750	35900	37100	38200	39300	41300	43900	45900	47350	48200	48700	48800	48750	48400	37000	2.2
Lower Decile	27750	28850	29950	31050	32100	33150	34200	35150	36100	37850	40000	41650	42700	43350	43600	43550	43400	42900	32950	2.2
Mean	31150	32600	34000	35500	36950	38400	39850	41250	42650	45250	48800	51600	53700	55100	55900	56300	56350	56000	45250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33750	35400	37750	40200	41950	42150	43750	49550	49500	53950	58950	62350	63550	68150	67800	73300	77100	68900	60250	
Upper Quartile	33050	33750	35500	37250	39050	40200	41600	43900	45850	49350	53150	57250	56900	61250	62550	66600	66450	62350	51750	
Median	31800	32700	33500	35100	36900	38300	39200	41250	42650	45350	48550	50400	51350	54000	56000	60550	56750	54500	43300	
Lower Quartile	30500	31100	32150	33100	34950	36150	36950	38750	39350	41250	44400	45400	45700	48150	50000	53700	51450	46500	37000	
Lower Decile	28250	27700	30300	31600	32850	33400	34550	35350	35150	37150	40300	41650	41700	44000	43600	47800	46450	41050	32950	
Mean	31600	32350	34000	35550	37350	38150	39300	41900	42800	45650	49000	51400	52000	54950	56150	60700	59600	54400	45250	
Supporting Data																				
Total Number	77	174	186	208	197	319	221	166	149	433	350	291	318	151	143	96	108	211	3799	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

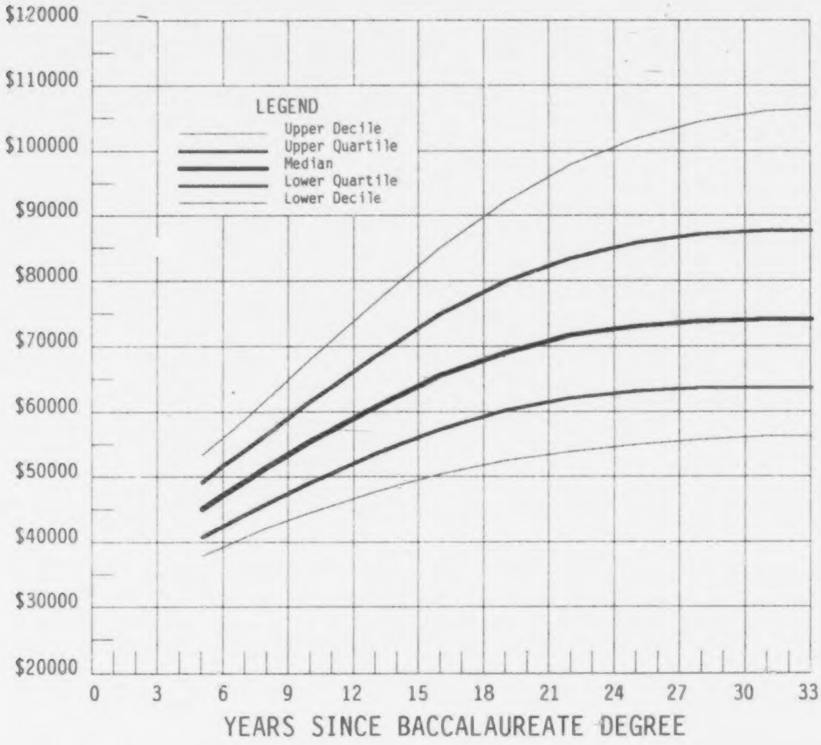
SALARY CURVES FOR ENGINEERS IN SOUTH ATLANTIC STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36950	39200	41500	43950	46450	49000	51650	54350	57100	62600	70600	77800	83750	88200	91150	92800	93550	93450	77700	2.2
Upper Quartile	34800	36750	38750	40850	42950	45150	47300	49550	51750	56150	62400	67850	72200	75400	77450	78600	79100	78950	64350	2.2
Median	32800	34400	36050	37750	39450	41150	42900	44600	46300	49650	54250	58250	61400	63750	65350	66300	66800	67000	51650	2.2
Lower Quartile	31200	32500	33750	35050	36350	37650	38900	40200	41450	43850	47150	50050	52400	54200	55550	56500	57050	57700	41400	2.2
Lower Decile	29650	30650	31650	32650	33600	34600	35550	36500	37400	39150	41600	43700	45450	46850	47950	48700	49300	50000	35500	2.2
Mean	33100	34750	36450	38200	39950	41700	43500	45300	47050	50550	55550	59900	63500	66250	68200	69450	70200	70800	54900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37600	39100	41400	43550	46150	48650	52000	54300	56900	63700	70850	76600	83150	87450	90800	92550	95150	93800	77700	
Upper Quartile	35750	36600	38350	40950	42400	44750	48100	49850	52000	56300	62500	67150	71750	75650	78150	78300	79500	78800	64350	
Median	34050	34000	35750	37650	39100	40950	43300	44400	47500	50000	54300	57150	60450	64200	66000	67100	66950	66750	51650	
Lower Quartile	31350	32100	34000	35050	36150	37750	38700	40500	42150	43950	47100	49550	51800	54300	55450	57850	57700	57200	41400	
Lower Decile	30100	30250	31900	32800	32900	34950	35400	36650	38150	39100	41550	43750	45050	46550	47350	49850	50850	49350	35500	
Mean	33900	34450	36400	38200	39450	41700	43600	45300	47550	51000	55450	59150	62850	66500	68650	69750	70800	70500	54900	
Supporting Data																				
Total Number	646	668	702	707	786	897	900	836	900	2493	1939	1768	1583	1425	1275	1003	934	1613	21077	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	6	4	16	21	12	17	39	116	
Less Than $22000	0	0	0	0	4	0	0	0	0	0	0	0	1	1	1	1	0	0	8	

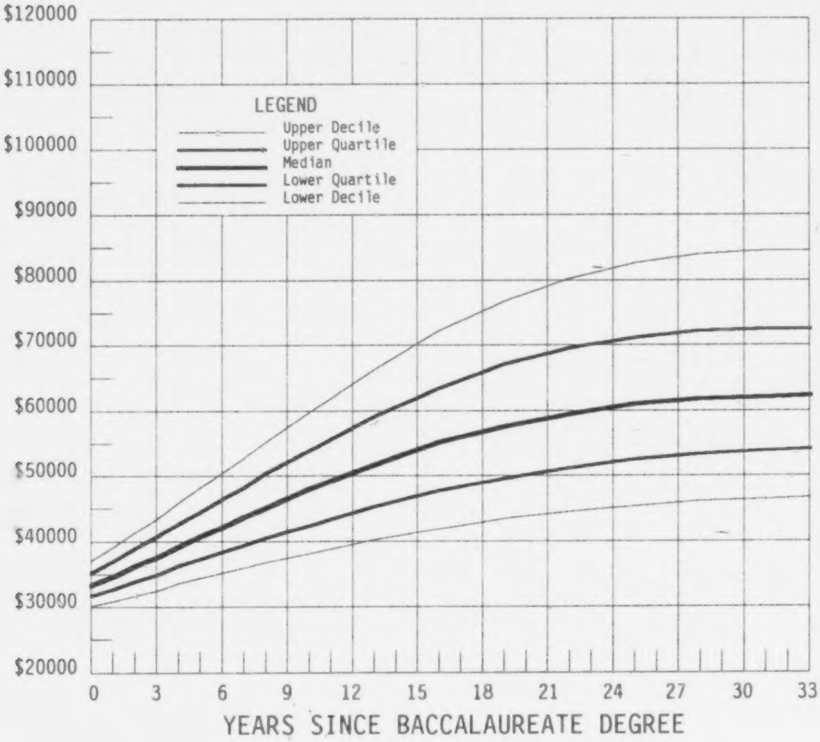
SALARY CURVES FOR ENGINEERS IN SOUTH ATLANTIC STATES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	53250	56100	59050	62000	68000	76900	85150	92250	97900	101900	104550	106050	107100	92550	2.2
Upper Quartile	0	0	0	0	0	49200	51650	54150	56650	61600	68650	74850	79900	83550	85950	87250	87800	87700	77850	2.2
Median	0	0	0	0	0	45200	47250	49350	51350	55350	60850	65550	69150	71650	73200	73900	74150	73700	66200	2.2
Lower Quartile	0	0	0	0	0	40750	42500	44200	45900	49200	53700	57400	60200	62100	63250	63750	63850	63450	56350	2.2
Lower Decile	0	0	0	0	0	37800	39300	40700	42050	44600	47850	50500	52500	54000	55050	55750	56200	56600	48900	3.4
Mean	0	0	0	0	0	45400	47550	49700	51850	56100	62150	67400	71700	74850	76950	78150	78750	78850	69450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	59800	59200	61700	[illegible]	72850	77250	80750	89800	93600	99950	104050	109900	113550	92550	
Upper Quartile	0	0	0	0	0	56800	52550	57300	59750	63300	69600	72150	77100	82350	85550	87250	90400	90000	77850	
Median	0	0	0	0	0	49250	47950	51100	[illegible]	56050	61800	63950	67100	71150	73750	73500	75100	74950	66200	
Lower Quartile	0	0	0	0	0	41750	44000	43600	47400	50350	55350	55550	58200	61850	63250	63650	65850	64050	56350	
Lower Decile	0	0	0	0	0	35800	38000	41750	42750	44650	49150	49200	51800	54350	55300	56450	56500	56250	48900	
Mean	0	0	0	0	0	49450	48300	51350	53850	57900	62900	65200	69350	74300	77200	77900	80100	80550	69450	
Supporting Data																				
Total Number	1	6	11	11	26	53	68	91	137	508	583	654	674	619	549	388	341	543	5264	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	6	4	16	21	12	13	36	109	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

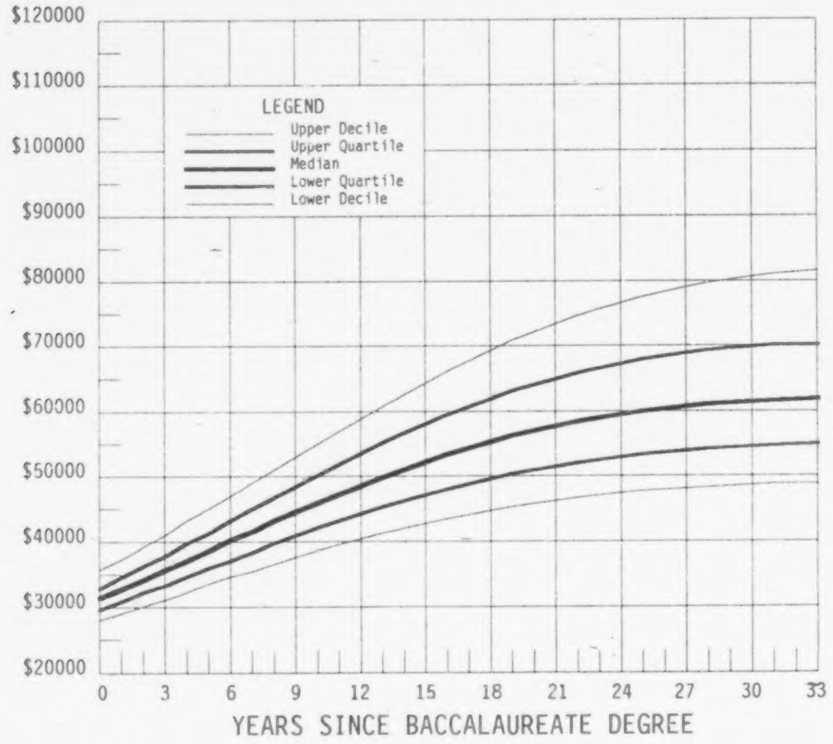
SALARY CURVES FOR ENGINEERS IN SOUTH ATLANTIC STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37200	39250	41400	43600	45850	48150	50450	52800	55150	59800	66400	72200	76900	80350	82650	83950	84550	84600	69700	2.2
Upper Quartile	35200	37000	38850	40700	42600	44500	46450	48350	50300	54000	59150	63600	67100	69650	71300	72200	72600	72600	57800	2.2
Median	33250	34750	36200	37700	39200	40700	42200	43700	45150	47950	51800	55100	57700	59600	60950	61800	62250	62550	47250	2.2
Lower Quartile	31650	32750	33900	35000	36150	37250	38350	39400	40500	42500	45300	47700	49700	51250	52450	53300	53900	54600	39100	2.2
Lower Decile	30050	30950	31800	32650	33500	34300	35150	35950	36700	38200	40200	41900	43350	44450	45350	46050	46500	47150	34500	2.2
Mean	33500	35000	36500	38050	39600	41150	42700	44200	45700	48650	52750	56250	59100	61300	62800	63800	64400	64950	50050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37600	39100	41250	43450	45700	47650	51500	52700	54550	60850	65500	71900	76750	80300	81950	83500	84250	85500	69700	
Upper Quartile	35750	36550	38200	40850	42200	44350	47650	48950	50750	54600	58600	62700	65750	68750	71150	72900	73200	73350	57800	
Median	34050	33950	35700	37650	39000	40750	42950	43950	46800	48550	51150	54050	56000	59050	60800	62850	62700	63250	47250	
Lower Quartile	31350	32100	33950	35050	36050	37650	38500	39950	41400	42850	45000	46650	48800	50000	51650	55100	55700	54650	39100	
Lower Decile	30100	30250	31850	32800	32750	34900	35300	36300	37750	38350	40300	42000	41950	42750	43850	47300	48700	47500	34500	
Mean	33900	34450	36350	38050	39150	41200	43200	44550	46400	49250	52250	55600	58000	60500	62200	64550	65500	65400	50050	
Supporting Data																				
Total Number	645	662	691	696	761	844	832	745	763	1985	1356	1114	910	806	726	615	593	1070	15813	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	7	
Less Than $22000	0	0	0	0	4	0	0	0	0	0	0	0	1	1	1	1	0	0	8	

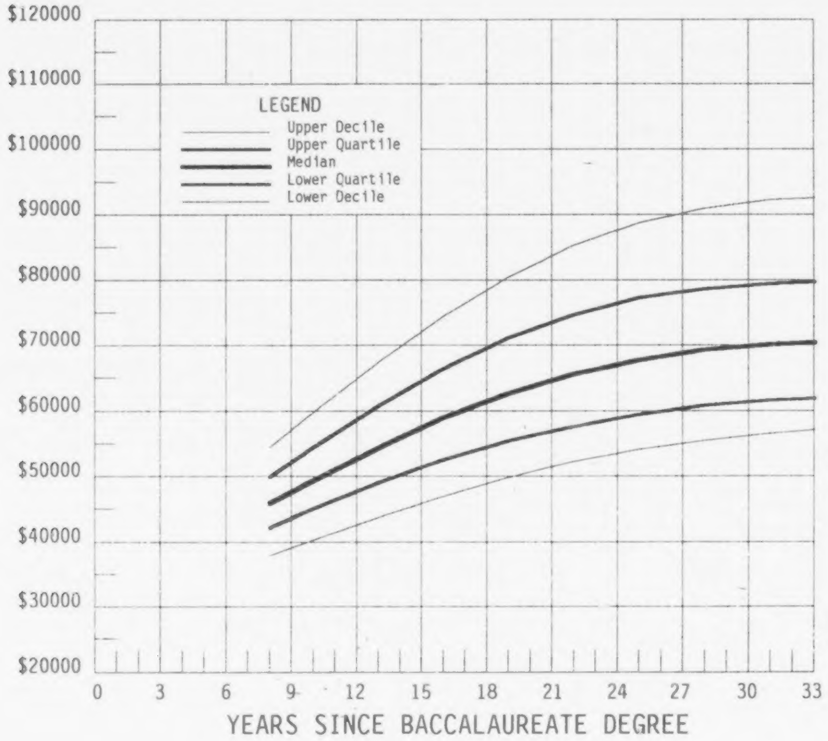
SALARY CURVES FOR ENGINEERS IN EAST SOUTH CENTRAL STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35700	37450	39300	41200	43100	45050	47050	49050	51050	55050	60900	66250	70900	74700	77650	79750	81200	82850	69800	2.2
Upper Quartile	32900	34550	36250	37950	39700	41450	43200	45000	46750	50250	55200	59600	63200	66000	68000	69300	70100	70750	59900	2.2
Median	31350	32800	34250	35700	37150	38650	40150	41600	43100	45900	49900	53350	56200	58400	59950	61050	61700	62300	50000	2.2
Lower Quartile	29650	30900	32150	33450	34700	35950	37200	38450	39700	42050	45300	48100	50350	52100	53350	54200	54700	55200	40750	2.2
Lower Decile	28000	29100	30200	31300	32400	33500	34550	35600	36650	38650	41350	43600	45400	46800	47750	48400	48800	49150	34150	2.2
Mean	31800	33200	34650	36150	37650	39150	40650	42150	43650	46550	50650	54350	57400	59850	61650	62950	63800	64700	51550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36400	37750	39400	40750	43100	45200	47850	49950	51200	54400	60550	66350	71350	74000	77250	82050	82550	81850	69800	
Upper Quartile	32850	33850	35900	38450	39950	42200	44500	45750	47300	49700	55100	59300	61600	66300	67650	71200	71200	70400	59900	
Median	31250	32550	34200	35950	37200	38900	40550	41800	43100	45700	50000	53300	54550	58950	60450	63150	62350	61400	50000	
Lower Quartile	30250	30850	32050	33500	35000	36000	36800	38600	39950	41900	45550	47950	49300	52450	53250	56750	55750	54100	40750	
Lower Decile	28600	29150	30150	31650	32350	33500	33650	36100	36700	38650	41000	43150	45000	47800	47750	50750	50400	47650	34150	
Mean	32050	33150	34650	36350	37700	39300	40900	42500	43500	46150	50550	54450	56550	60400	61400	65250	65050	63550	51550	
Supporting Data																				
Total Number	301	465	476	479	425	400	448	469	390	1377	1149	1218	989	984	828	722	676	1407	13204	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	1	2	1	2	3	7	18	
Less Than $22000	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	

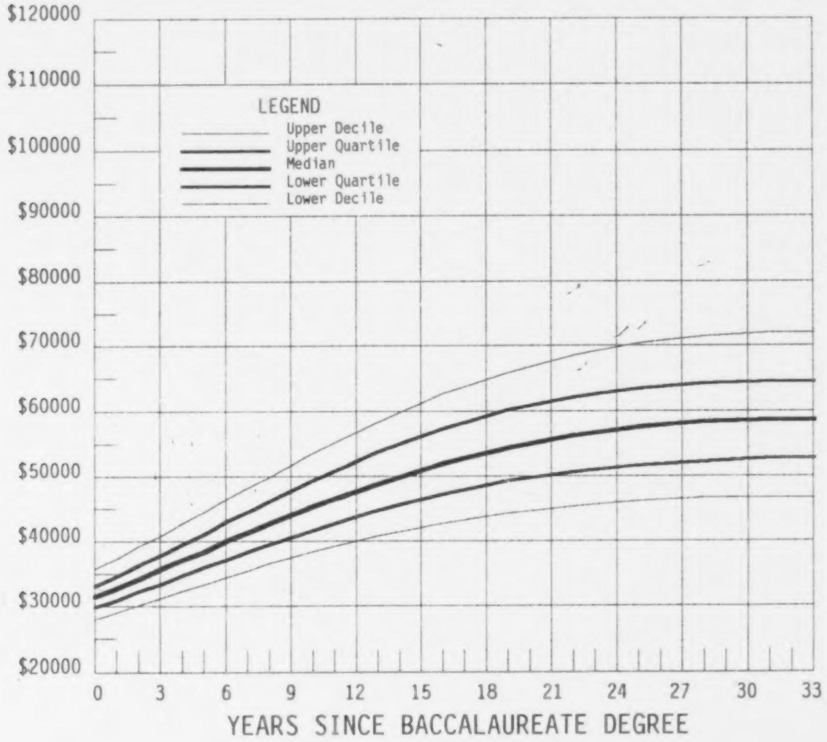
SALARY CURVES FOR ENGINEERS IN EAST SOUTH CENTRAL STATES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	54500	59700	67400	74500	80600	85350	88800	91000	92250	93100	84600	2.2
Upper Quartile	0	0	0	0	0	0	0	0	49900	54300	60700	66450	71200	74800	77250	78750	79550	79850	73200	2.2
Median	0	0	0	0	0	0	0	0	45750	49300	54400	58950	62750	65700	67850	69300	70150	70950	63300	2.2
Lower Quartile	0	0	0	0	0	0	0	0	42150	45000	48950	52450	55350	57700	59500	60800	61700	62550	54800	3.2
Lower Decile	0	0	0	0	0	0	0	0	38000	40350	43800	46950	49750	52150	54050	55550	56650	57850	47450	3.0
Mean	0	0	0	0	0	0	0	0	46350	50100	55500	60400	64550	67850	70250	71900	72900	73850	65400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	56050	61250	69350	75700	79150	84350	84850	88600	91250	97700	84600	
Upper Quartile	0	0	0	0	0	0	0	0	51250	54900	63050	67250	71200	71800	76400	76850	78900	82900	73200	
Median	0	0	0	0	0	0	0	0	47100	49350	57450	59100	60600	65400	66900	69850	68950	72450	63300	
Lower Quartile	0	0	0	0	0	0	0	0	40050	44500	51600	52200	54150	57750	60150	61550	59800	63150	54800	
Lower Decile	0	0	0	0	0	0	0	0	37150	40150	43750	47200	49000	53550	53950	55800	56300	57250	47450	
Mean	0	0	0	0	0	0	0	0	46100	50200	57900	61250	63300	67050	68500	71800	71900	75750	65400	
Supporting Data																				
Total Number	1	3	8	14	15	18	25	21	40	173	180	295	325	376	279	280	236	397	2688	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	1	2	1	2	3	7	18	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

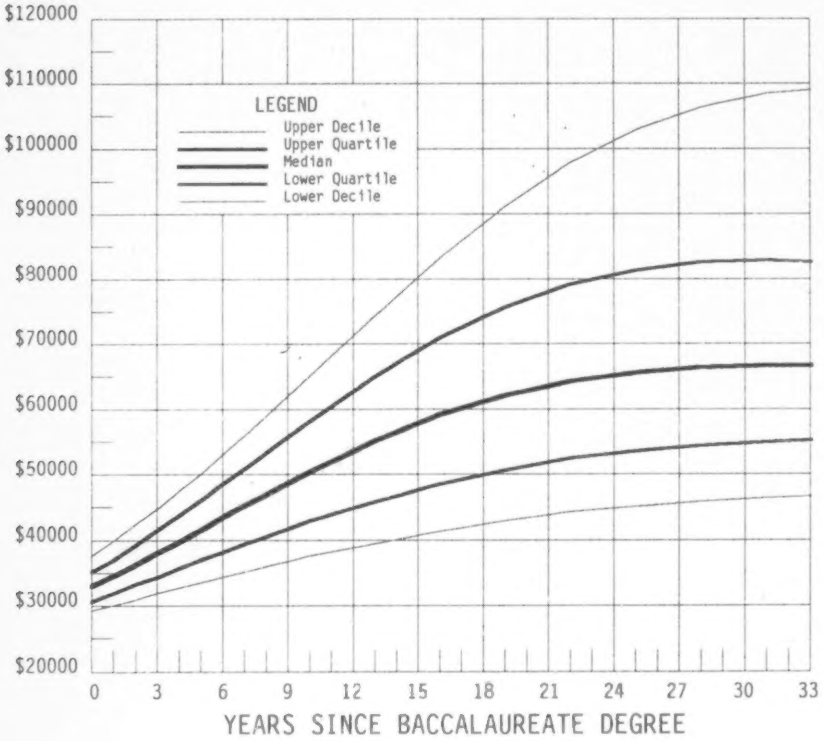
SALARY CURVES FOR ENGINEERS IN EAST SOUTH CENTRAL STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35650	37350	39150	40900	42700	44550	46350	48200	50000	53500	58400	62600	66000	68550	70300	71400	72000	72350	63250	2.2
Upper Quartile	32950	34550	36200	37850	39500	41200	42900	44550	46200	49350	53750	57400	60250	62250	63550	64250	64550	64500	55550	2.2
Median	31500	32850	34250	35700	37100	38500	39900	41300	42650	45300	48900	51950	54400	56250	57500	58300	58700	59050	47150	2.2
Lower Quartile	29750	30950	32200	33450	34650	35900	37100	38300	39450	41700	44700	47250	49250	50750	51750	52400	52750	53000	38750	2.2
Lower Decile	28100	29150	30250	31300	32400	33450	34450	35500	36450	38300	40800	42800	44350	45400	46150	46550	46750	46800	33250	2.2
Mean	31900	33250	34650	36050	37450	38850	40250	41650	43000	45650	49250	52300	54800	56650	57900	58750	59200	59600	48000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36300	37650	38500	40700	42850	44950	47150	49850	50400	53350	58300	62150	64400	67450	69500	73250	75550	71900	63250	
Upper Quartile	32850	33850	35850	38400	39800	42150	43900	45500	46750	49200	53050	57300	57850	61950	63650	66550	66450	64150	55550	
Median	31250	32550	34150	36000	37100	38900	40200	41600	42850	45250	49100	52000	52350	55800	57250	60700	60550	58450	47150	
Lower Quartile	30250	30850	32000	33500	34900	35900	36550	38450	39900	41700	45150	47150	48000	50400	51400	54600	53950	52400	38750	
Lower Decile	28600	29200	30100	31550	32300	33400	33500	36000	36700	38550	40550	42450	44000	45600	46200	48350	48600	45750	33250	
Mean	32000	33150	34450	36250	37500	39100	40450	42350	43200	45550	49200	52250	53250	56300	57800	61150	61350	58750	48000	
Supporting Data																				
Total Number	300	462	468	465	410	382	423	447	350	1204	969	924	664	608	549	442	439	1010	10516	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	

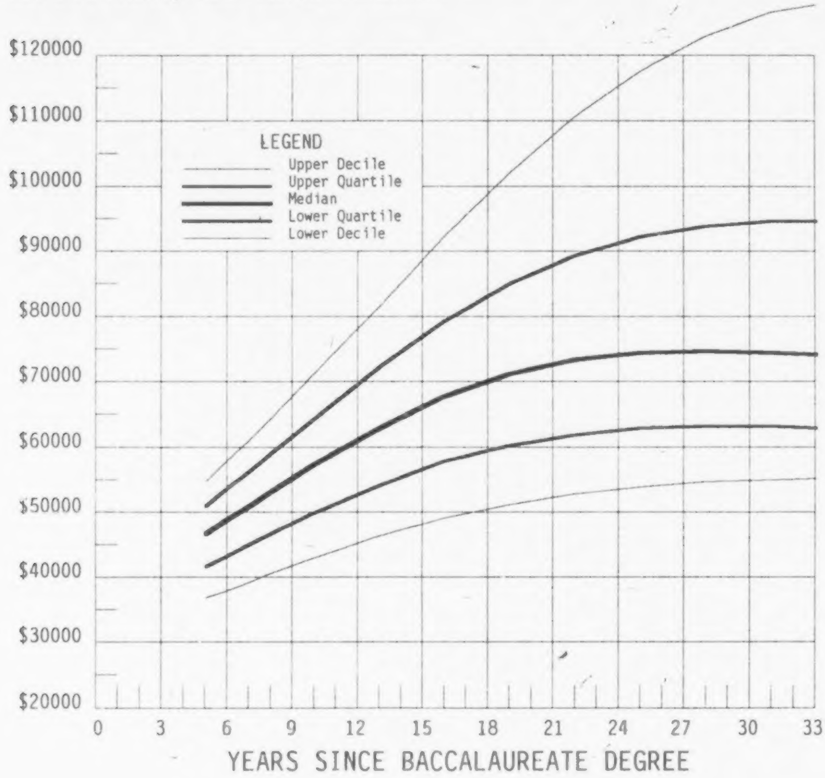
SALARY CURVES FOR ENGINEERS IN WEST SOUTH CENTRAL STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37600	39900	42300	44850	47450	50200	53000	55900	58900	65000	74300	83200	91200	97800	102850	106300	108550	110600	78500	2.2
Upper Quartile	35100	37200	39300	41550	43800	46150	48500	50950	53350	58150	65000	71050	75850	79300	81450	82550	82900	82500	63600	2.2
Median	32950	34600	36350	38100	39850	41650	43450	45250	47000	50450	55150	59150	62200	64350	65700	66400	66600	66400	50150	2.2
Lower Quartile	30800	32000	33250	34500	35700	36950	38200	39400	40550	42850	45950	48600	50800	52450	53650	54450	55000	55500	40050	2.2
Lower Decile	29300	30150	31050	31900	32750	33600	34400	35200	36000	37550	39600	41400	42950	44200	45200	45950	46500	47250	34950	2.2
Mean	33100	34750	36450	38250	40000	41850	43700	45550	47400	51050	56300	60950	64900	68000	70250	71750	72700	73550	54500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39250	40300	42900	43850	46250	48500	51550	55400	60800	67450	74550	82050	87150	94400	103100	115800	109000	109650	78500	
Upper Quartile	37050	37950	40300	41300	42350	43850	46300	50000	54700	60150	65550	70650	74650	78250	80750	88150	80300	81800	63600	
Median	34750	35350	36900	38150	39000	39950	41150	43600	47400	52750	55500	58200	61750	63950	65250	68650	64950	66350	50150	
Lower Quartile	31050	32100	32950	34500	36050	36800	36850	38700	40900	44400	45100	48000	50200	51750	53650	56550	53950	55950	40050	
Lower Decile	28550	30600	30500	32100	33050	33650	33550	34750	36750	38350	38750	41400	42550	42800	45750	48300	47000	46700	34950	
Mean	34300	35350	36750	38150	39300	40700	41900	44550	48100	52850	56150	60250	64000	67300	70100	75850	71350	72900	54500	
Supporting Data																				
Total Number	299	386	396	374	456	558	572	492	573	1762	1154	912	807	666	543	445	414	639	11447	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	4	15	13	28	18	36	114	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	

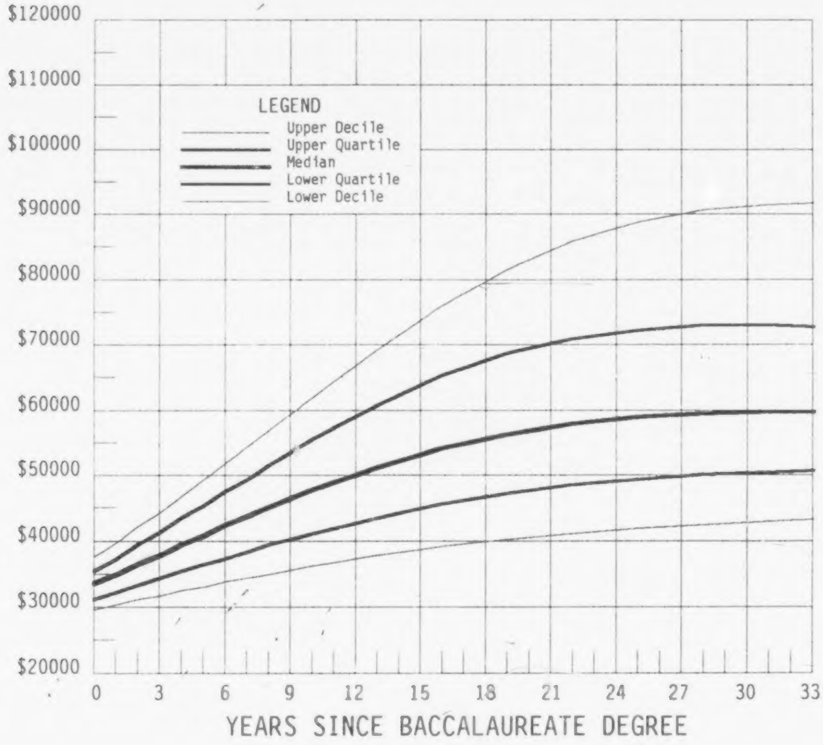
SALARY CURVES FOR ENGINEERS IN WEST SOUTH CENTRAL STATES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	54750	57850	61050	64300	71150	81700	92250	102050	110650	117650	122950	126700	131250	97950	2.2
Upper Quartile	0	0	0	0	0	50850	53500	56150	58900	64300	72150	79200	85000	89350	92250	93950	94750	94800	78000	2.2
Median	0	0	0	0	0	46600	48750	50950	53100	57300	63000	67650	71100	73250	74350	74600	74400	73300	65150	2.2
Lower Quartile	0	0	0	0	0	41550	43300	45000	46700	49900	54250	57750	60300	61950	62850	63200	63100	62500	55150	2.2
Lower Decile	0	0	0	0	0	36700	38000	39300	40550	43000	46300	49050	51250	52900	54000	54650	55050	55300	47650	2.2
Mean	0	0	0	0	0	46200	48450	50700	52950	57450	63900	69700	74500	78150	80700	82250	83100	83600	70100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	59400	57850	62600	65150	73550	82500	88700	93700	111450	116700	136300	124150	134450	97950	
Upper Quartile	0	0	0	0	0	56400	53500	58250	60150	65400	72850	77950	79500	85650	92050	106900	97600	93300	78000	
Median	0	0	0	0	0	50300	48400	53100	54650	57850	63500	66750	68850	71150	73350	78750	73550	74950	65150	
Lower Quartile	0	0	0	0	0	43350	42950	48750	47000	51500	56350	55750	57000	58300	61950	65500	64050	65800	55150	
Lower Decile	0	0	0	0	0	34900	41100	42750	39450	44950	46900	47100	49100	51300	52850	56400	55600	57700	47650	
Mean	0	0	0	0	0	49750	48500	53300	53550	58750	64500	67750	70850	76350	79900	88350	83600	84850	70100	
Supporting Data																				
Total Number	1	1	2	6	15	39	50	62	122	500	385	362	355	294	245	203	169	253	3063	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	4	15	12	26	16	31	105	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

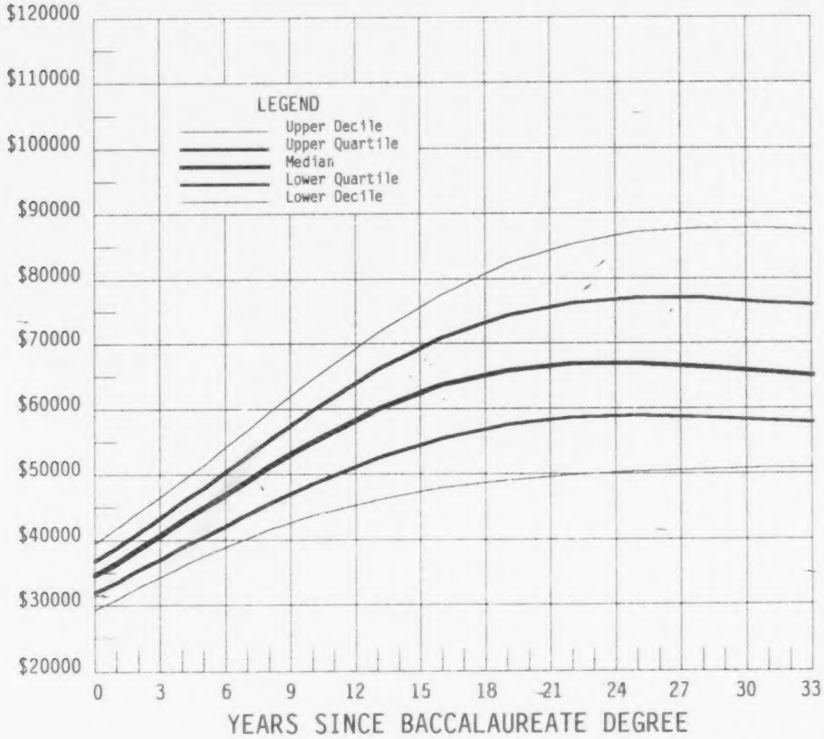
SALARY CURVES FOR ENGINEERS IN WEST SOUTH CENTRAL STATES NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37700	39850	42100	44400	46800	49250	51750	54300	56850	61950	69400	76100	81650	85900	88850	90600	91550	91950	68400	2.2
Upper Quartile	35500	37400	39350	41300	43350	45350	47400	49450	51450	55400	60750	65250	68700	71000	72350	72950	73050	72500	56200	2.2
Median	33650	35050	36500	37950	39400	40850	42300	43700	45050	47650	51150	54100	56300	57900	58950	59550	59850	59900	44850	2.2
Lower Quartile	31250	32300	33350	34400	35450	36450	37450	38450	39400	41200	43600	45650	47300	48550	49450	50050	50450	50850	37950	2.2
Lower Decile	29700	30450	31150	31850	32500	33150	33800	34450	35050	36200	37800	39150	40300	41200	41950	42500	42950	43500	33850	2.2
Mean	33500	35000	36500	38000	39550	41100	42650	44150	45650	48600	52600	56100	58900	61050	62550	63550	64100	64600	48850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39200	40300	42850	43750	45600	46850	50400	53200	58650	64650	69550	74600	81550	85500	86750	92350	87400	93850	68400	
Upper Quartile	37000	37950	40300	41150	41950	43250	45500	48100	52500	58050	60750	64000	69300	70450	72500	75100	70850	71950	56200	
Median	34750	35300	36850	38050	38850	39650	40450	42600	46000	50050	50400	52950	56250	57800	58200	61300	58400	60300	44850	
Lower Quartile	31050	32100	32900	34450	36000	36700	36600	38100	40350	42500	42350	44700	47150	46750	49000	51750	51000	51650	37950	
Lower Decile	28550	30600	30500	32100	32950	33600	33350	34450	36000	37000	36900	39200	38350	39600	41850	45150	43500	44150	33850	
Mean	34250	35350	36700	38000	39050	40000	41250	43300	46600	50550	52000	55300	58650	60150	62000	65350	62950	65100	48850	
Supporting Data																				
Total Number	298	385	394	368	441	519	522	430	451	1252	769	550	453	372	297	242	245	386	8384	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	5	9	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	

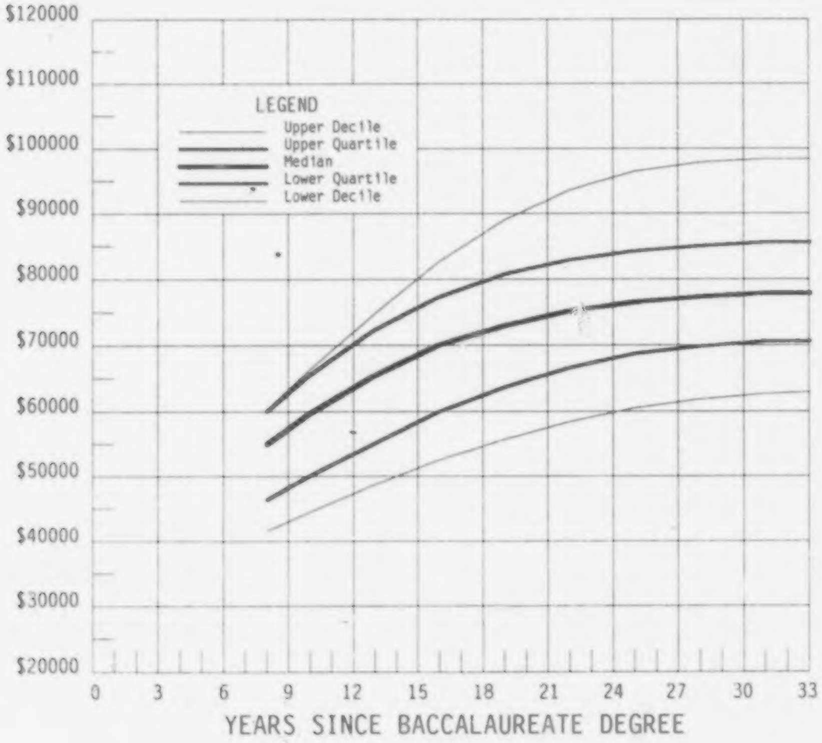
SALARY CURVES FOR ENGINEERS IN MOUNTAIN STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39450	41750	44150	46550	49050	51600	54200	56800	59400	64500	71650	77650	82300	85350	87100	87800	87800	86800	75450	2.2
Upper Quartile	36700	38850	41100	43400	45750	48100	50500	52900	55250	59850	66050	70950	74400	76350	77050	76950	76350	74500	64900	2.2
Median	34650	36600	38650	40750	42850	44950	47050	49100	51150	55000	59950	63650	65950	66950	67000	66450	65600	63550	56300	2.2
Lower Quartile	32050	33700	35400	37100	38850	40550	42250	43900	45550	48600	52550	55550	57500	58550	58850	58600	58150	56850	47500	2.2
Lower Decile	29300	31050	32800	34450	36050	37550	39000	40300	41550	43700	46200	48000	49200	50000	50500	50750	50900	51000	40100	4.4
Mean	34650	36550	38500	40500	42500	44500	46550	48550	50550	54350	59450	63500	66400	68050	68800	68850	68500	67250	57350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38100	42150	44150	47700	49850	52800	56900	58250	61350	65700	70450	73800	79850	82350	85950	89950	91950	92200	75450	
Upper Quartile	34100	38900	42400	45200	47900	50150	53250	54650	57850	61050	64100	66850	70150	73650	78150	78700	80350	80150	64900	
Median	32850	34900	39000	41550	44750	46300	49750	50650	53650	56150	59000	60400	62350	63900	67300	66650	69750	68450	56300	
Lower Quartile	31300	32250	35750	37650	39800	40200	42400	45100	47850	49350	52500	54150	54750	56600	60150	58550	60750	58900	47500	
Lower Decile	29300	30250	33000	34850	37200	36700	37300	40400	42000	44350	46300	47150	48000	50850	52350	50950	51450	49700	40100	
Mean	33100	35800	39000	41400	44100	45350	48100	49700	52600	55400	58750	60800	63150	65700	69200	69850	71550	71300	57350	
Supporting Data																				
Total Number	241	262	560	594	787	899	873	818	918	2736	2483	1870	1666	1453	1008	804	680	913	19565	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	4	3	5	2	8	4	12	37	
Less Than $22000	4	0	2	0	2	0	0	6	2	0	0	0	2	0	0	0	0	0	18	

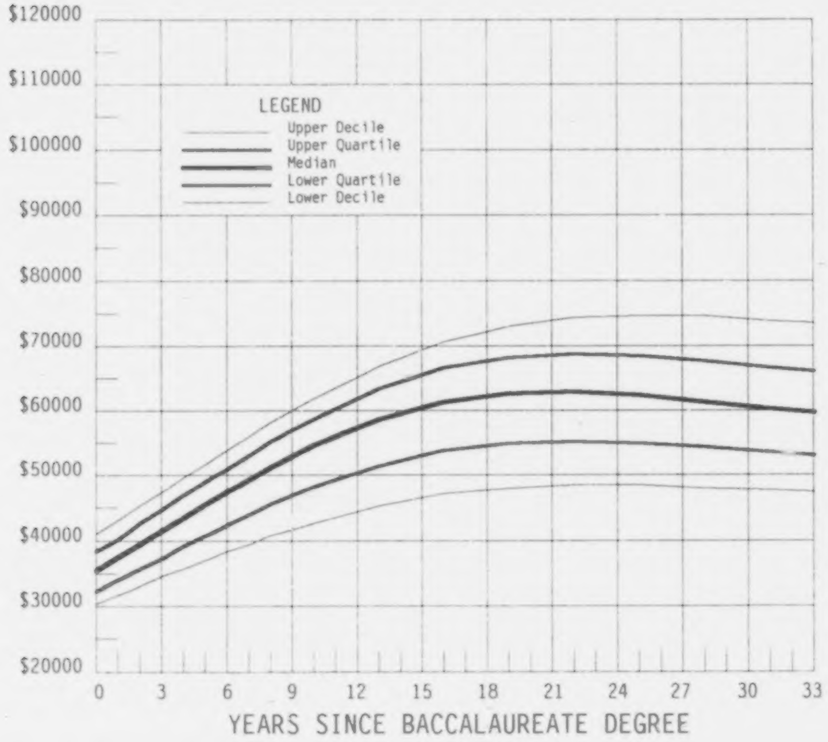
SALARY CURVES FOR ENGINEERS IN MOUNTAIN STATES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	60400	66350	74950	82700	88950	93550	96450	98000	98500	98000	88350	2.2
Upper Quartile	0	0	0	0	0	0	0	0	60100	65650	72500	77450	80850	83050	84400	85200	85600	85950	80000	4.0
Median	0	0	0	0	0	0	0	0	54900	59650	65600	70100	73200	75300	76600	77400	77850	78200	71350	3.6
Lower Quartile	0	0	0	0	0	0	0	0	46350	50050	55300	59950	63750	66650	68700	69950	70650	71100	61700	2.2
Lower Decile	0	0	0	0	0	0	0	0	41500	44500	48750	52600	55850	58450	60450	61850	62800	63850	53150	2.2
Mean	0	0	0	0	0	0	0	0	53150	57900	64200	69400	73250	76000	77850	79050	[illegible]	80400	71850	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	70800	73350	76250	80900	86700	87150	91050	102450	103400	106750	88350	
Upper Quartile	0	0	0	0	0	0	0	0	66350	69800	71600	74050	79800	80900	84350	88350	89150	89950	80000	
Median	0	0	0	0	0	0	0	0	62050	65400	63600	67450	71750	73600	77750	80050	80300	81100	71350	
Lower Quartile	0	0	0	0	0	0	0	0	45200	57700	54850	57650	63150	62750	70050	71050	73250	73650	61700	
Lower Decile	0	0	0	0	0	0	0	0	39400	48400	49700	50650	54750	56000	61500	63000	65750	64650	53150	
Mean	0	0	0	0	0	0	0	0	57700	63200	63650	66900	71700	73250	77750	82000	82550	84200	71850	
Supporting Data																				
Total Number	0	2	6	6	4	11	24	27	53	341	662	609	620	654	454	312	276	337	4396	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	4	3	5	1	8	3	12	35	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

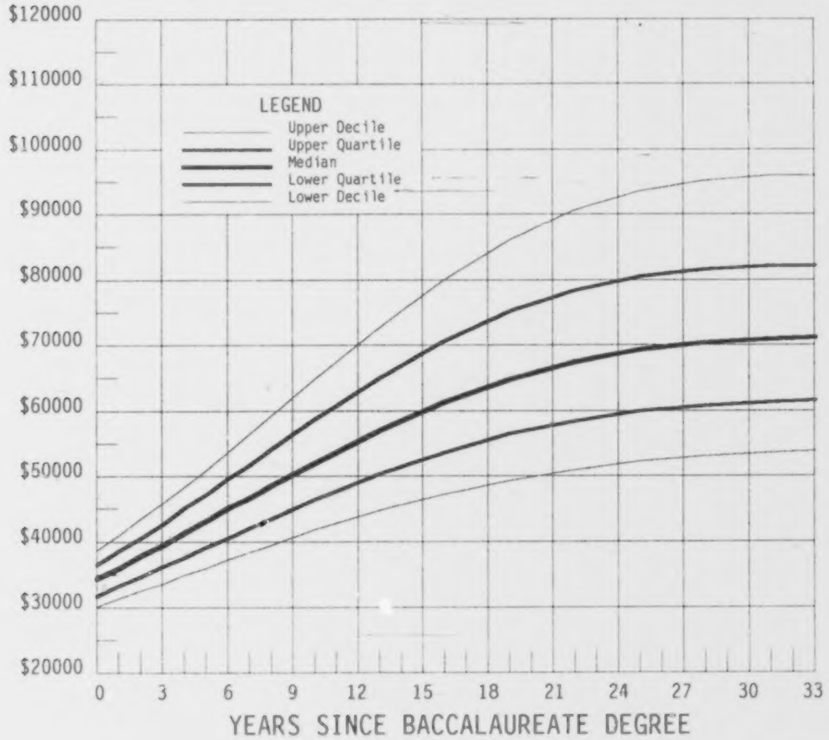
SALARY CURVES FOR ENGINEERS IN MOUNTAIN STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41000	43100	45250	47400	49600	51750	53900	56000	58050	61950	66900	70650	73150	74400	74800	74550	73950	72350	66250	2.2
Upper Quartile	38300	40400	42550	44700	46850	48950	51050	53150	55100	58800	63350	66550	68300	68850	68500	67700	66650	64400	60600	2.2
Median	35550	37500	39500	41500	43500	45500	47500	49400	51250	54600	58700	61400	62800	63000	62450	61450	60350	58050	53300	2.2
Lower Quartile	32400	34100	35750	37450	39150	40800	42400	44000	45500	48250	51600	53850	55000	55300	55000	54300	53500	51750	45300	2.2
Lower Decile	30500	31850	33200	34550	35850	37150	38400	39600	40750	42800	45350	47100	48100	48500	48450	48100	47650	46550	38600	2.2
Mean	35650	37500	39350	41200	43100	44950	46750	48500	50200	53400	57350	60150	61800	62450	62350	61800	61050	59350	53150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38100	42200	43950	47450	49850	52750	56450	58000	60000	63200	66300	67400	68800	70100	73600	74900	78600	79300	66250	
Upper Quartile	34100	38800	42350	45100	47950	50150	53000	54600	57400	59700	62500	63400	64400	65400	67450	67800	70650	70300	60600	
Median	32850	34850	38950	41550	44800	46350	49650	50600	53500	55400	57900	58600	58900	60600	62350	61550	63400	62600	53300	
Lower Quartile	31300	32250	35800	37600	39800	40200	42350	45050	47950	48850	51750	53050	51250	52450	56500	54250	55200	54700	45300	
Lower Decile	29300	30250	33050	34800	37200	36700	37300	40250	42300	44100	45250	45100	46100	46850	48250	48750	50100	48400	38600	
Mean	33100	35750	39000	41300	44100	45300	47950	49600	52300	54300	56950	57800	58100	59600	62200	62100	64050	63750	53150	
Supporting Data																				
Total Number	241	260	554	588	783	888	850	790	865	2394	1821	1261	1047	800	555	492	405	576	15168	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	2	
Less Than $22000	4	0	2	0	2	0	0	6	2	0	0	0	2	0	0	0	0	0	18	

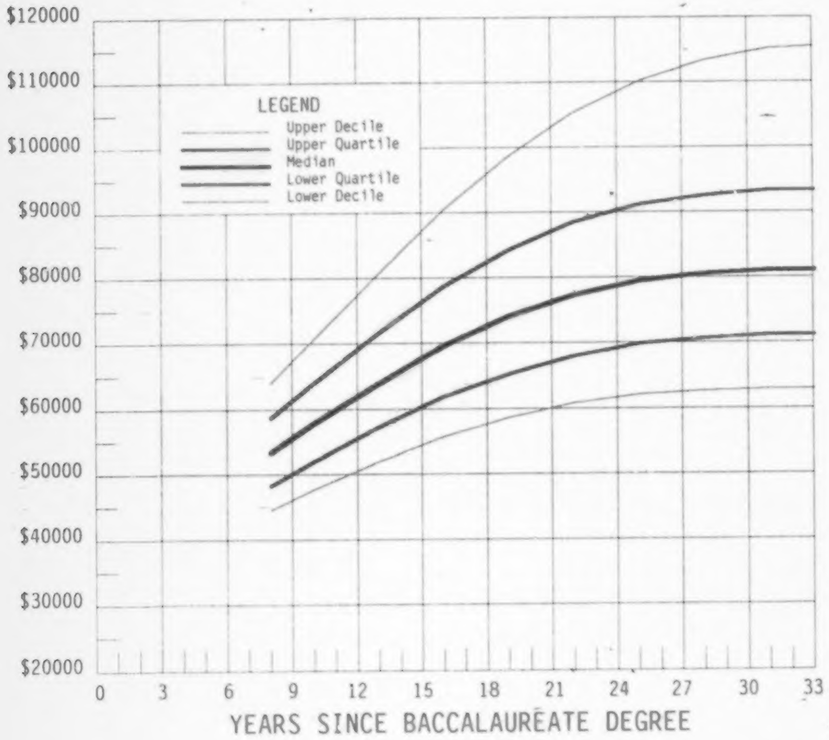
SALARY CURVES FOR ENGINEERS IN PACIFIC STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: PACIFIC STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38650	40950	43350	45800	48400	51000	53700	56450	59250	64800	72850	80100	86050	90550	93500	95200	95950	95950	83900	2.2
Upper Quartile	36550	38550	40650	42800	45000	47250	49500	51800	54100	58650	65050	70650	75100	78400	80500	81650	82150	82050	71050	2.2
Median	34350	36050	37800	39550	41350	43150	44950	46800	48600	52100	57050	61350	64850	67500	69300	70450	71050	71450	58600	2.2
Lower Quartile	31850	33300	34750	36200	37700	39200	40650	42150	43600	46400	50350	53700	56450	58500	59950	60900	61450	61850	46450	2.2
Lower Decile	30150	31350	32500	33700	34900	36100	37250	38400	39550	41750	44750	47300	49450	51050	52300	53100	53650	54250	38700	2.2
Mean	34350	36100	37850	39700	41550	43450	45350	47300	49200	52950	58300	63000	66900	69850	71950	73300	74100	74650	60750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39900	40700	43400	46300	47400	49700	52650	55200	59350	66600	73350	79400	84450	89400	93050	98200	97400	94900	83900	
Upper Quartile	37500	38650	40900	42700	43600	46200	48600	51000	54150	60450	65550	69850	73550	78250	80300	82900	81750	82100	71050	
Median	35150	36300	38150	39500	40250	42100	44000	45650	48400	53650	57400	61100	63800	67600	69250	70800	70500	71650	58600	
Lower Quartile	32500	33350	34500	36450	37600	38700	39850	41200	43150	47400	50400	53750	55650	58850	59800	61550	60450	62050	46450	
Lower Decile	30550	30900	32300	34100	35400	36100	36450	37900	38950	42550	44650	47350	48350	51250	52150	53950	53500	54200	38700	
Mean	35300	36050	37900	40050	40900	42550	44450	46150	48800	54450	58400	62600	65700	70250	71850	74800	73700	74350	60750	
Supporting Data																				
Total Number	326	423	453	459	488	521	547	531	579	1955	1476	1373	1345	1293	1239	1253	1143	2169	17572	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	1	4	19	17	37	21	50	150	
Less Than $22000	0	0	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	3	

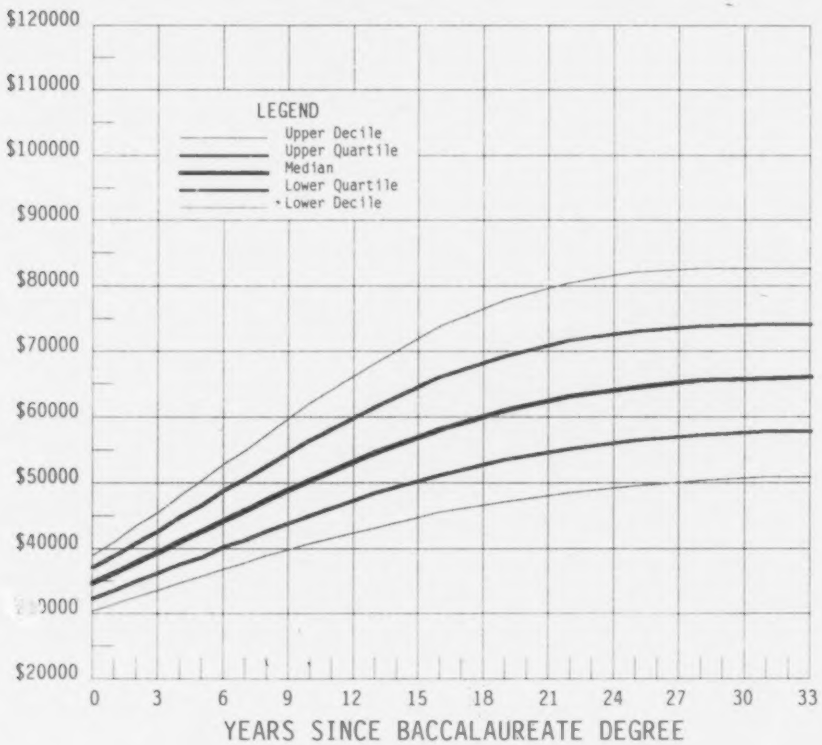
SALARY CURVES FOR ENGINEERS IN PACIFIC STATES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: PACIFIC STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	64100	70800	80850	90400	98700	105400	110250	113450	115250	116550	102450	2.2
Upper Quartile	0	0	0	0	0	0	0	0	58550	63950	71700	78650	84300	88450	91150	92650	93300	93100	86000	2.2
Median	0	0	0	0	0	0	0	0	53300	57750	64100	69600	74050	77300	79400	80600	81100	81000	73800	2.2
Lower Quartile	0	0	0	0	0	0	0	0	48250	52000	57250	61800	65400	68050	69750	70750	71200	71200	63200	2.2
Lower Decile	0	0	0	0	0	0	0	0	44550	47700	52100	55800	58700	60750	62050	62700	63000	62850	54900	2.2
Mean	0	0	0	0	0	0	0	0	54000	58750	65600	71700	76750	80550	83100	84650	85400	85700	77150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	64400	75150	82100	87950	93250	103950	110000	118250	115650	116850	102450	
Upper Quartile	0	0	0	0	0	0	0	0	59700	67150	72900	76950	81700	86650	89550	94450	94050	94150	86000	
Median	0	0	0	0	0	0	0	0	55300	60550	64800	68800	71200	75650	79300	81600	80850	82150	73800	
Lower Quartile	0	0	0	0	0	0	0	0	50450	55050	57500	60350	63100	67550	69400	71100	71200	72200	63200	
Lower Decile	0	0	0	0	0	0	0	0	46450	50300	52950	54350	56700	60100	61150	63800	62750	63750	54900	
Mean	0	0	0	0	0	0	0	0	55350	61950	65950	70050	74100	79800	82200	86700	85250	86450	77150	
Supporting Data																				
Total Number	1	0	6	14	13	21	30	37	61	356	407	468	489	539	504	517	428	758	4648	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	1	4	19	16	36	19	45	141	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN PACIFIC STATES
NON-SUPERVISORS, ALL DEGREE LEVELS

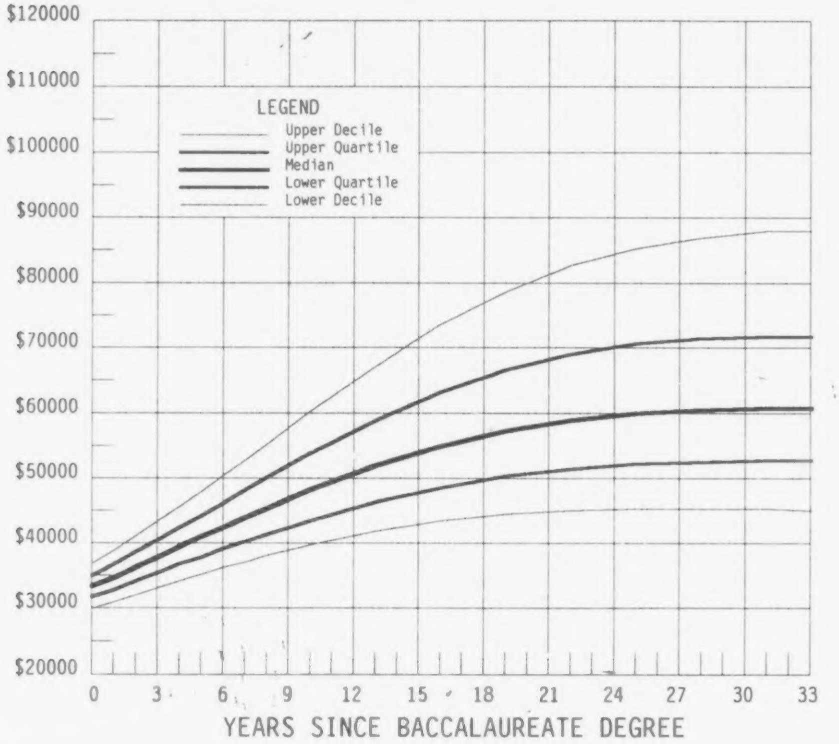


1991 ENGINEERING SALARY STATISTICS: PACIFIC STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39000	41150	43350	45650	47950	50300	52700	55050	57450	62050	68400	73750	77850	80550	82100	82750	82800	82000	74100	2.2
Upper Quartile	36950	38850	40750	42700	44700	46700	48700	50700	52650	56500	61700	66100	69450	71800	73200	73900	74100	73750	64150	2.2
Median	34700	36250	37850	39450	41050	42650	44300	45900	47450	50500	54650	58200	61050	63150	64600	65500	66000	66300	53400	2.2
Lower Quartile	32200	33500	34850	36150	37500	38800	40150	41450	42700	45150	48450	51300	53600	55300	56550	57350	57850	58300	43150	2.2
Lower Decile	30500	31550	32650	33700	34800	35850	36850	37900	38850	40750	43300	45500	47300	48650	49700	50400	50850	51400	37350	2.2
Mean	34650	36250	37900	39600	41250	42950	44650	46300	47950	51100	55500	59200	62100	64250	65650	66500	66900	67050	54850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39900	40700	43350	45750	47000	49500	52100	54850	58450	63900	68800	72250	76700	79650	80050	82550	82950	83250	74100	
Upper Quartile	37500	38650	40900	42500	43500	46000	48250	50600	53100	58600	62300	64800	67850	70350	71750	73300	74000	75300	64150	
Median	35150	36300	38100	39350	40150	41950	43700	45200	47700	52200	54550	58050	60000	62550	63500	65200	65500	67300	53400	
Lower Quartile	32500	33350	34500	36400	37550	38650	39600	40900	42550	46300	48400	51350	52150	54800	56250	57700	57200	58950	43150	
Lower Decile	30550	30900	32300	34050	35350	36150	36300	37650	38700	41850	43200	45150	45700	47950	49850	50400	51100	51900	37350	
Mean	35250	36050	37850	39650	40750	42450	44000	45800	48050	52750	55500	58750	60900	63400	64750	66450	66750	67900	54850	
Supporting Data																				
Total Number	325	423	447	445	474	500	518	494	518	1599	1069	906	856	754	735	736	714	1411	12924	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	5	9	
Less Than $22000	0	0	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	3	

CURVES AND TABLES FOR SELECTED INDUSTRIAL SECTORS

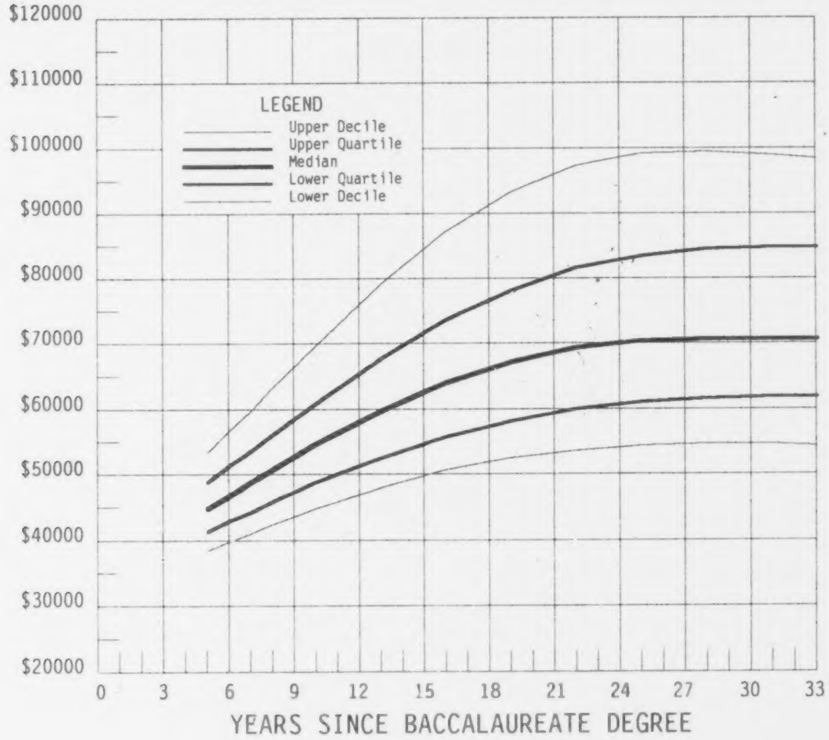
SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36900	39000	41150	43400	45650	48000	50400	52850	55300	60150	67200	73500	78750	82700	85400	87050	87900	88300	71700	2.2
Upper Quartile	34950	36750	38600	40500	42400	44300	46250	48150	50100	53800	58950	63300	66700	69100	70600	71400	71700	71500	59600	2.2
Median	33300	34800	36350	37850	39400	40950	42450	43950	45400	48200	51950	55050	57400	59050	60050	60600	60800	60650	49250	2.2
Lower Quartile	31650	32900	34200	35450	36700	37900	39100	40300	41400	43550	46400	48650	50350	51500	52200	52550	52700	52600	41250	2.2
Lower Decile	29850	30950	32050	33150	34200	35200	36200	37200	38100	39800	41900	43450	44500	45100	45350	45400	45250	44800	35850	2.2
Mean	33350	34950	36550	38150	39800	41450	43100	44700	46300	49400	53650	57200	60000	62000	63300	64050	64400	64400	52300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37800	39650	41450	43000	45100	47100	49650	52600	55350	61600	67650	72600	77100	83050	86650	88450	87400	87650	71700	
Upper Quartile	35600	37000	38400	40200	41900	43900	46250	48400	50500	54700	59150	63200	64200	68850	71700	72250	71550	71750	59600	
Median	33550	34700	36100	37450	39050	40800	42850	44450	46150	49000	51650	54300	55550	59000	60600	61400	61450	60650	49250	
Lower Quartile	32050	32800	33900	35000	36500	37900	39300	40700	42100	44450	46000	47350	48850	51950	52550	53550	54350	51800	41250	
Lower Decile	30400	31150	31700	32900	34000	35150	36250	37250	38550	40550	41550	42150	43750	45300	45800	46700	47750	43250	35850	
Mean	34100	35150	36450	37850	39400	41150	43000	44800	46850	50300	53500	56400	58450	62200	64000	64950	65050	63950	52300	
Supporting Data																				
Total Number	1715	2242	2686	2296	2698	3606	3656	3280	2920	8422	6260	5713	5411	5241	4110	3654	3454	5068	72433	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	4	7	31	33	32	32	72	211	
Less Than $22000	5	1	0	2	3	0	0	0	0	0	0	1	0	0	0	0	0	0	11	

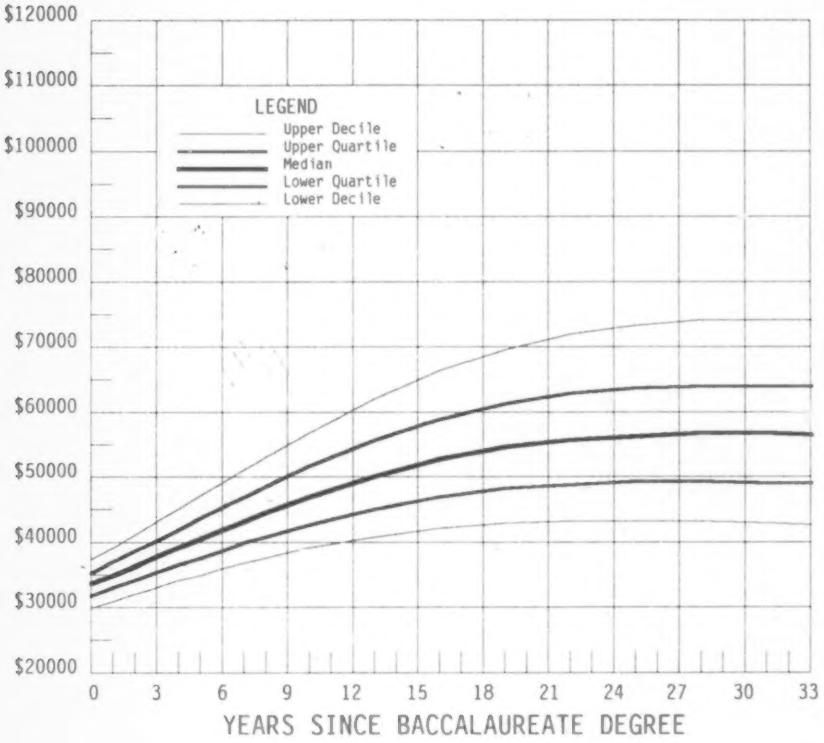
SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	53400	56600	59850	63100	69700	79150	87300	93400	97350	99200	99550	99000	96550	94100	2.2
Upper Quartile	0	0	0	0	0	48700	51100	53550	56000	60850	67700	73600	78250	81550	83550	84550	84850	84350	75400	2.2
Median	0	0	0	0	0	44800	46800	48800	50750	54550	59700	64000	67150	69250	70350	70800	70750	70050	64100	2.2
Lower Quartile	0	0	0	0	0	41350	42900	44400	45900	48750	52600	55800	58250	59950	61050	61600	61850	61750	54350	2.2
Lower Decile	0	0	0	0	0	38450	39800	41150	42400	44850	48050	50600	52450	53650	54350	54600	54600	54250	47750	2.2
Mean	0	0	0	0	0	45650	47800	49900	52000	56100	61800	66600	70350	72900	74450	75200	75400	74900	67350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	55600	56550	62550	63850	71300	78700	85450	93400	96300	98100	98800	98500	99100	94100	
Upper Quartile	0	0	0	0	0	49650	51050	54800	57400	62900	68550	71950	75850	79850	83100	85950	85400	85950	75400	
Median	0	0	0	0	0	45200	47450	50350	51000	56000	60300	63700	64400	67900	71100	71200	71100	71150	64100	
Lower Quartile	0	0	0	0	0	41250	44100	45250	46450	50200	53350	54850	55100	60050	61700	61850	63350	61900	54350	
Lower Decile	0	0	0	0	0	38550	40000	42350	41550	46350	48350	50400	49600	53850	54650	54800	56550	53900	47750	
Mean	0	0	0	0	0	46550	48050	51250	52900	57950	62250	65450	67750	72100	74650	75650	75850	76200	67350	
Supporting Data																				
Total Number	36	74	112	79	127	177	293	339	363	1523	1591	1750	1735	1919	1489	1297	1215	1673	15793	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	4	7	31	33	30	27	67	198	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

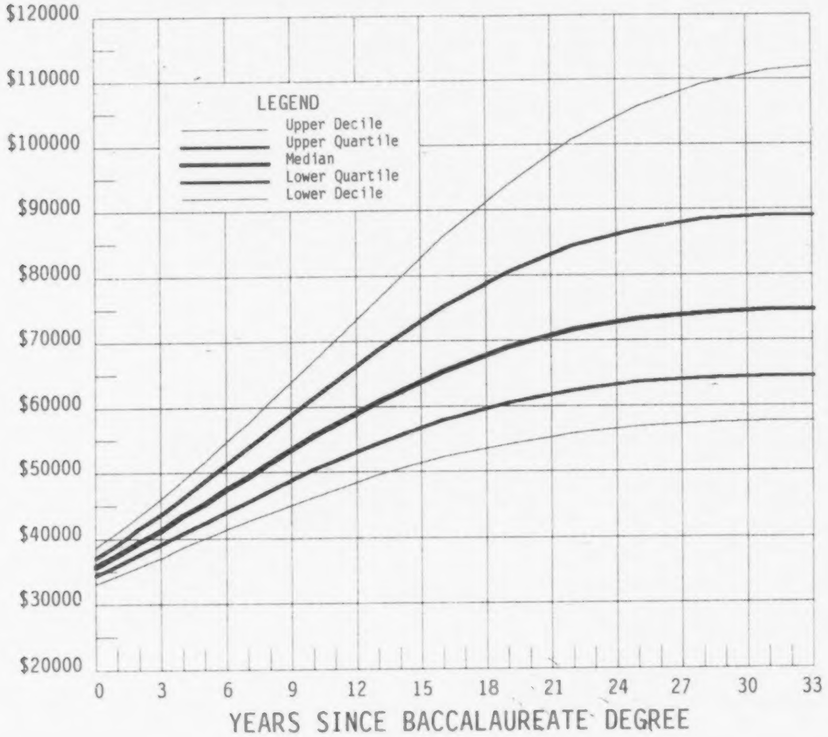
SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37350	39250	41150	43150	45100	47100	49100	51100	53050	56850	62050	66400	69700	72000	73400	74050	74250	73900	63000	2.2
Upper Quartile	35300	36950	38650	40350	42000	43700	45350	47000	48600	51650	55700	58950	61300	62850	63700	64050	64050	63550	54650	2.2
Median	33500	34950	36350	37750	39200	40600	41950	43300	44550	47000	50200	52700	54550	55750	56400	56700	56700	56400	46200	2.2
Lower Quartile	31750	32950	34150	35350	36550	37700	38800	39900	40900	42800	45200	47000	48200	48900	49250	49300	49150	48700	39500	2.2
Lower Decile	29900	31000	32050	33050	34050	35000	35950	36800	37650	39100	40900	42150	42900	43200	43250	43100	42850	42200	34950	2.2
Mean	33650	35100	36550	38000	39450	40900	42300	43700	45050	47600	50950	53650	55600	56950	57700	58050	58150	57850	48150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37650	39400	40900	42750	44400	46700	49100	51550	54100	58500	62050	65450	66750	70800	73250	75050	74150	75600	63000	
Upper Quartile	35550	36850	38150	40050	41600	43650	45850	47500	49600	52650	55400	58100	59200	61800	63550	65300	63700	64850	54650	
Median	33550	34600	36000	37350	38950	40650	42550	43950	45650	47850	49500	51300	53050	55350	56500	57600	57700	56750	46200	
Lower Quartile	32000	32750	33850	34950	36400	37750	39050	40250	41800	43700	44750	45300	47100	48800	49400	49950	51700	48050	39500	
Lower Decile	30400	31100	31550	32900	33900	35050	36050	36900	38300	39750	40400	40700	42000	43300	44250	44950	45650	40350	34950	
Mean	33900	35050	36250	37650	39050	40900	42550	44100	46000	48600	50500	52400	54050	56450	57950	59100	59200	57950	48150	
Supporting Data																				
Total Number	1680	2168	2573	2217	2571	3429	3363	2941	2557	6899	4669	3962	3677	3322	2621	2357	2239	3394	56640	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	5	5	13	
Less Than $22000	5	1	0	2	3	0	0	0	0	0	0	1	0	0	0	0	0	0	11	

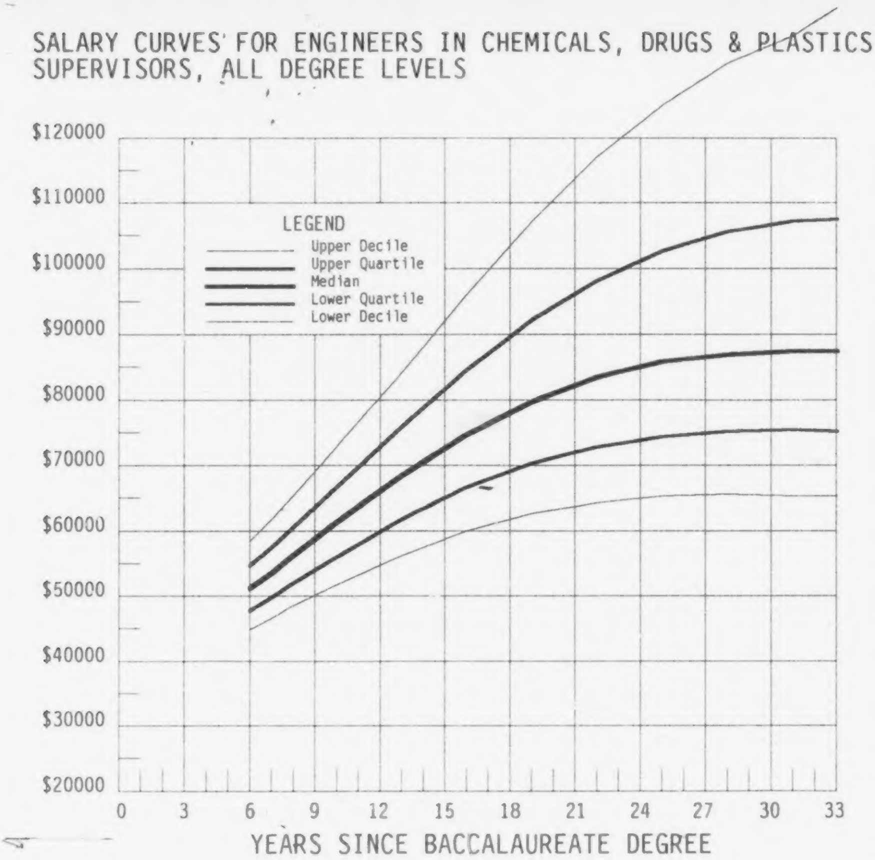
SALARY CURVES FOR ENGINEERS IN CHEMICALS, DRUGS & PLASTICS
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38750	41100	43600	46200	48900	51700	54650	57650	60700	67000	76600	85750	93950	100700	105850	109350	111600	113600	87050	2.2
Upper Quartile	37150	39300	41550	43850	46250	48700	51200	53750	56300	61400	68700	75200	80550	84450	87050	88500	89150	89100	71750	2.2
Median	35700	37550	39500	41450	43400	45400	47450	49450	51450	55400	60800	65450	69100	71700	73350	74250	74600	74450	59100	2.2
Lower Quartile	34400	35950	37550	39200	40850	42450	44100	45700	47250	50300	54450	57900	60550	62450	63650	64350	64650	64650	47350	2.2
Lower Decile	33150	34500	35850	37200	38600	39900	41250	42550	43850	46250	49500	52200	54250	55750	56750	57300	57600	57700	39500	2.2
Mean	35800	37700	39650	41600	43650	45700	47800	49950	52050	56250	62250	67550	72000	75400	77850	79400	80300	80950	62150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40150	40700	43550	45850	48600	50300	54500	56650	61500	68100	77350	85600	92450	98600	102100	112600	113750	114600	87050	
Upper Quartile	38150	39350	42000	43350	45300	47200	50700	53150	56850	62100	69500	74750	80100	84850	84750	89450	89450	89450	71750	
Median	36800	37500	39900	41200	42300	43800	46700	49200	52600	55950	61450	64700	69000	71900	72500	74900	74000	74800	59100	
Lower Quartile	35250	36250	38200	38950	39550	41150	42850	44900	47750	51000	54500	57550	60600	63450	63200	64400	64450	64250	47350	
Lower Decile	34050	34800	36500	37000	37400	38650	40050	41300	44350	47000	49300	52150	54050	56550	56750	57550	57850	56900	39500	
Mean	36850	37750	40050	41400	42550	44350	47050	49200	52650	56950	62500	67150	71700	76200	76650	80300	80350	80600	62150	
Supporting Data																				
Total Number	625	821	783	708	582	648	730	658	797	3370	1974	1956	1613	1544	1470	1295	917	1418	21909	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	9	37	39	70	48	94	299	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

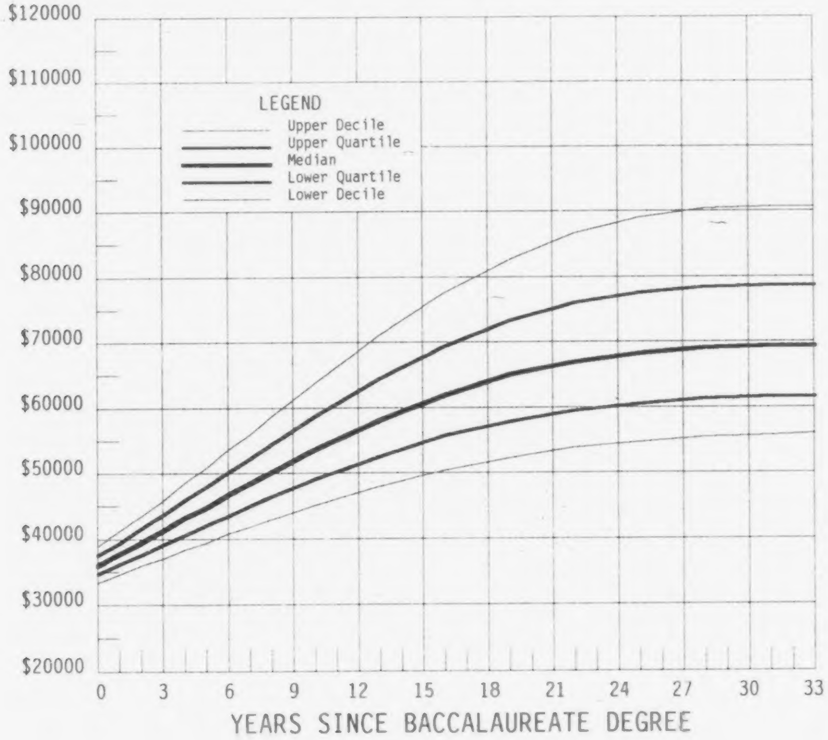
SALARY CURVES FOR ENGINEERS IN CHEMICALS, DRUGS & PLASTICS SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	58350	61800	65300	72700	84350	96100	107250	117100	125200	131350	135700	140800	110000	2.2
Upper Quartile	0	0	0	0	0	0	54550	57500	60500	66650	75900	84550	92150	98200	102600	105500	107150	108400	88750	2.2
Median	0	0	0	0	0	0	51150	53650	56200	61250	68450	74750	79850	83500	85800	87050	87500	87150	74900	2.2
Lower Quartile	0	0	0	0	0	0	47800	49900	52000	56100	61800	66600	70350	72900	74450	75150	75350	74850	62900	2.2
Lower Decile	0	0	0	0	0	0	44900	46700	48450	51850	56400	60050	62700	64400	65250	65550	65450	64700	54100	2.2
Mean	0	0	0	0	0	0	51350	53950	56600	61900	69650	76750	82750	87400	90700	92800	93900	94600	78900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	58700	61250	65750	74600	86500	93100	103750	117000	119550	137350	135250	145950	110000	
Upper Quartile	0	0	0	0	0	0	55050	57400	60800	67750	77600	84350	89500	95350	98100	109150	109750	111500	88750	
Median	0	0	0	0	0	0	51500	53000	56650	61500	69750	74150	79250	82700	83100	88900	89250	87750	74900	
Lower Quartile	0	0	0	0	0	0	47950	50450	52800	56350	62650	65250	70500	72550	73550	76200	74700	75700	62900	
Lower Decile	0	0	0	0	0	0	45000	47550	48300	52100	56500	58600	62950	65300	65000	66650	65350	64000	54100	
Mean	0	0	0	0	0	0	51700	53650	56900	62600	70550	75550	81800	87200	88250	95000	94550	95600	78900	
Supporting Data																				
Total Number	13	18	31	30	22	41	86	92	136	797	605	724	617	629	574	497	334	471	5717	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	9	36	37	66	42	81	273	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

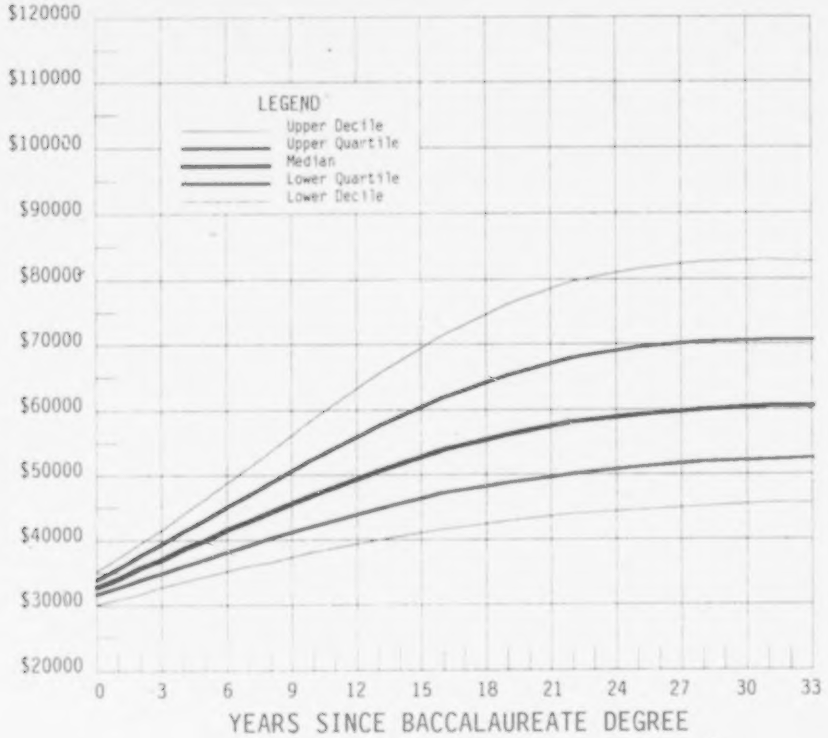
SALARY CURVES FOR ENGINEERS IN CHEMICALS, DRUGS & PLASTICS NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39050	41300	43600	46000	48450	51000	53550	56100	58700	63850	71150	77600	82750	86550	88950	90300	90800	90600	75500	2.2
Upper Quartile	37600	39600	41650	43700	45850	48000	50150	52300	54450	58650	64450	69400	73250	76000	77650	78500	78800	78500	64900	2.2
Median	36050	37750	39500	41300	43100	44900	46700	48450	50200	53600	58200	62000	64950	67050	68350	69000	69250	69100	54600	2.2
Lower Quartile	34700	36150	37650	39100	40600	42100	43550	45000	46400	49050	52650	55650	57950	59600	60650	61300	61600	61650	43800	2.2
Lower Decile	33450	34700	35900	37150	38350	39550	40750	41900	43000	45150	48050	50450	52350	53800	54800	55450	55850	56200	38400	2.2
Mean	36200	37900	39700	41500	43300	45150	47000	48800	50600	54150	58950	63100	66400	68800	70400	71350	71850	72000	56250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40100	40700	43500	45550	48450	49900	53550	55550	60150	65400	71200	75600	81600	86000	86400	89500	90600	94050	75500	
Upper Quartile	38150	39350	41900	43200	45100	46850	49800	52500	55650	59950	64900	68050	71600	75350	75650	78400	78850	80950	64900	
Median	36800	37500	39850	41050	42200	43600	46100	48400	51650	54550	58350	61200	63400	67100	67800	69250	69350	69850	54600	
Lower Quartile	35250	36250	38150	38900	39500	41100	42450	44350	47100	49950	52700	55000	57500	60450	60250	61100	61850	61600	43800	
Lower Decile	34050	34800	36500	36900	37350	38550	39750	41000	44050	45850	47650	50600	51850	54100	54600	56250	56200	55450	38400	
Mean	36800	37750	40000	41150	42450	44100	46400	48450	51750	55250	59000	62200	65450	68700	69200	71200	72250	73100	56250	
Supporting Data																				
Total Number	612	803	752	678	560	607	644	566	661	2573	1369	1232	996	915	896	798	583	947	16192	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	4	6	13	26	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

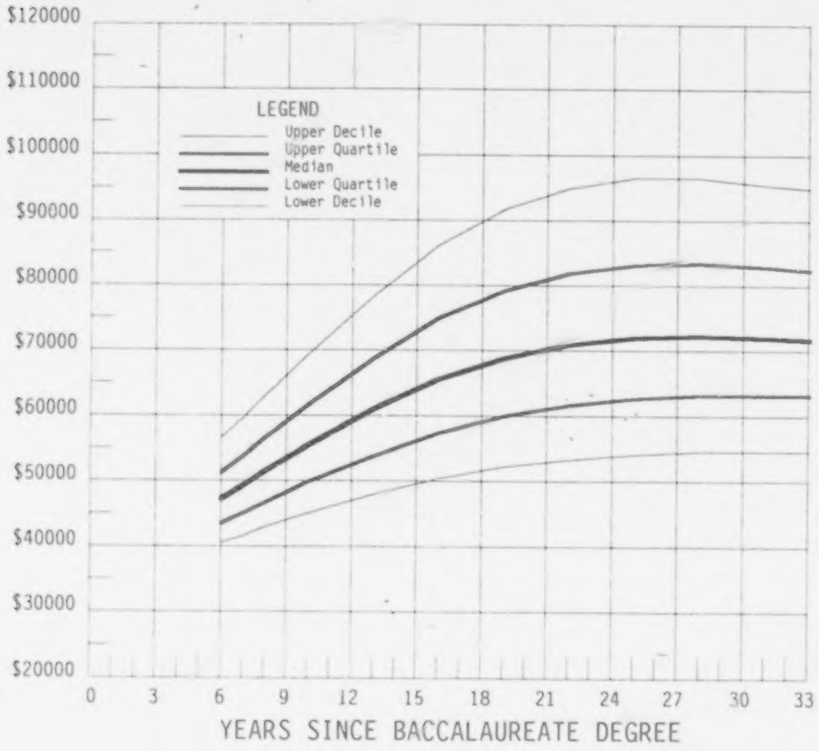
SALARY CURVES FOR ENGINEERS IN ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35150	37250	39450	41700	44000	46400	48800	51250	53700	58600	65550	71600	76350	79700	81700	82650	82850	82150	70400	2.2
Upper Quartile	33950	35750	37550	39350	41250	43150	45050	46950	48800	52500	57650	62000	65450	67950	69550	70450	70800	70750	58300	2.2
Median	32800	34250	35700	37150	38600	40050	41500	42950	44350	47050	50750	53850	56300	58100	59300	60050	60450	60650	47650	2.2
Lower Quartile	31650	32750	33850	34950	36050	37150	38250	39300	40300	42250	44850	47100	48900	50250	51250	51950	52400	52850	40300	2.2
Lower Decile	30100	30950	31800	32700	33500	34350	35150	35900	36650	38100	40000	41600	42900	43900	44650	45200	45600	46000	35300	2.2
Mean	32700	34200	35750	37250	38800	40350	41900	43450	45000	47900	52000	55450	58250	60350	61800	62700	63200	63500	50950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35900	37300	40250	41550	43500	46400	48350	51400	52850	58900	65850	73150	75500	79900	82050	81750	80700	83400	70400	
Upper Quartile	34250	35350	37650	39350	40800	43200	45350	47000	48900	52900	57600	63100	62700	68200	69750	70600	69500	71950	58300	
Median	32800	33600	35550	36650	38550	40100	41700	43500	45100	47750	50050	53850	54900	57750	58800	59700	59850	62100	47650	
Lower Quartile	31300	32300	33550	34300	36200	37350	38200	39550	40800	43250	44600	45900	47800	50200	50250	51900	53000	53600	40300	
Lower Decile	30200	30600	31800	32000	33550	34750	35100	36250	36450	38850	39350	40800	42450	44050	44650	45450	46000	46000	35300	
Mean	33350	34000	36000	36850	38650	40500	41750	43650	45100	48450	51700	55450	57200	60600	61800	62800	62400	64200	50950	
Supporting Data																				
Total Number	331	455	631	667	950	1192	1235	1046	969	2532	1723	1345	1341	1252	1051	1020	1190	1670	20600	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	3	4	8	8	6	13	42	
Less Than $22000	1	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	3	

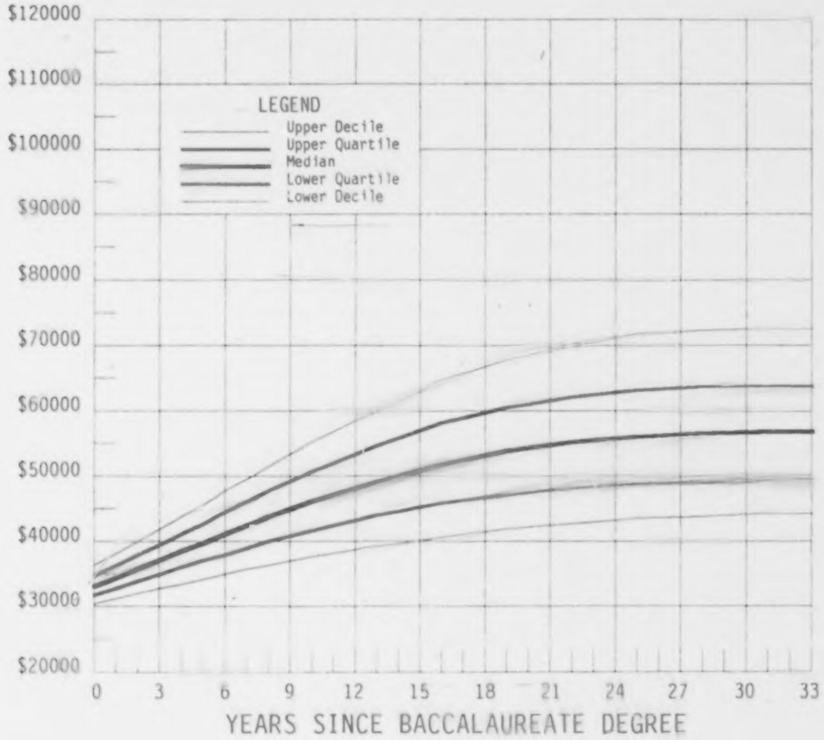
SALARY CURVES FOR ENGINEERS IN ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	56550	59750	63000	69400	78450	86100	91700	95050	96450	96450	95600	92900	90600	2.2
Upper Quartile	0	0	0	0	0	0	51200	53850	56500	61650	68850	74850	79250	81950	83200	83350	82900	81100	77200	2.2
Median	0	0	0	0	0	0	47150	49300	51400	55500	61050	65550	68850	70950	71950	72200	72000	70850	66400	2.2
Lower Quartile	0	0	0	0	0	0	43450	45100	46700	49750	53900	57300	59900	61650	62700	63200	63300	63000	56450	2.2
Lower Decile	0	0	0	0	0	0	40500	41700	42900	45100	48050	50450	52200	53450	54200	54650	54800	54750	49000	2.2
Mean	0	0	0	0	0	0	48000	50150	52350	56550	62400	67200	70850	73200	74500	74950	74850	73900	68600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	62200	66000	63600	68500	78500	84000	94150	94250	96250	95900	92500	95150	90600	
Upper Quartile	0	0	0	0	0	0	52700	57400	56600	61900	68400	74300	79800	82450	82600	82000	80000	83400	77200	
Median	0	0	0	0	0	0	48850	51400	50450	55900	60950	65900	68350	70350	71750	71800	70450	72250	66400	
Lower Quartile	0	0	0	0	0	0	43750	45950	46450	50450	54300	58500	58100	61000	61350	63200	62400	64450	56450	
Lower Decile	0	0	0	0	0	0	39650	42050	43100	46800	47700	50200	51300	52650	52750	55800	55000	55150	49000	
Mean	0	0	0	0	0	0	49700	52400	52900	56900	62150	66650	70950	72850	74100	75000	73100	75300	68600	
Supporting Data																				
Total Number	6	5	6	6	19	28	39	65	75	343	325	362	337	361	320	314	360	536	3507	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	3	3	7	7	5	11	36	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

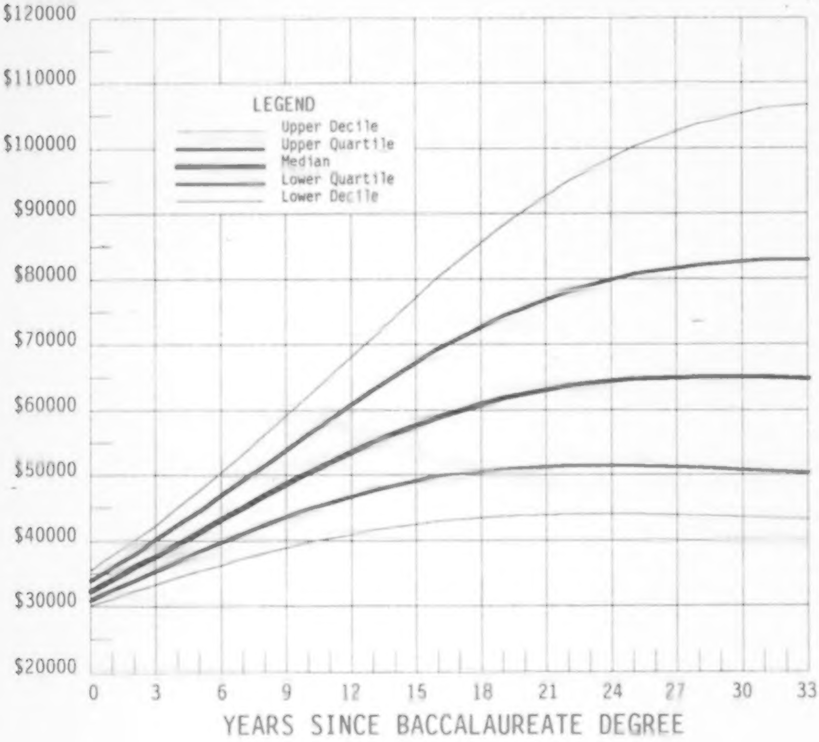
SALARY CURVES FOR ENGINEERS IN ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	36200	38050	39900	41850	43750	45700	47650	49600	51500	55250	60350	64650	67950	70250	71650	72350	72600	72300	62000	2.2
Upper Quartile	34600	36200	37850	39500	41150	42800	44450	46050	47650	50700	54750	58050	60550	62200	63200	63650	63750	63450	53850	2.2
Median	33150	34450	35800	37150	38500	39850	41150	42400	43650	46050	49200	51750	53750	55150	56050	56550	56800	56850	45500	2.2
Lower Quartile	31700	32800	33850	34950	36000	37000	38000	39000	39900	41650	43950	45800	47150	48150	48800	49150	49350	49400	39100	2.2
Lower Decile	30350	31150	31950	32700	33450	34200	34950	35650	36300	37550	39250	40650	41800	42700	43350	43850	44200	44600	34650	2.2
Mean	33200	34550	35900	37300	38650	40000	41350	42650	43900	46350	49600	52300	54350	55850	56850	57400	57700	57800	47300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35800	37300	40200	41350	43300	46100	47800	50200	52100	55950	60550	64450	63700	70200	71800	72500	71800	74350	62000	
Upper Quartile	34150	35350	37600	39300	40700	43000	45150	46600	48350	51400	54500	57550	58300	60800	62250	63300	63150	65950	53850	
Median	32750	33600	35550	36650	38500	40000	41550	43150	44800	46800	48350	50000	52350	55000	55600	56650	57100	58000	45500	
Lower Quartile	31250	32300	33500	34250	36200	37300	38050	39300	40400	42650	43650	44300	46250	47400	47750	48700	50450	50350	39100	
Lower Decile	30200	30600	31750	32050	33550	34700	35000	36150	36200	38350	38550	39500	41050	42600	43600	44400	44700	44650	34650	
Mean	33050	34000	35950	36800	38400	40250	41500	43050	44400	47150	49250	51350	52600	55600	56450	57400	57750	58950	47300	
Supporting Data																				
Total Number	325	450	625	661	931	1164	1196	981	894	2189	1398	983	1004	891	731	706	830	1134	17093	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	2	6	
Less Than $22000	1	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	3	

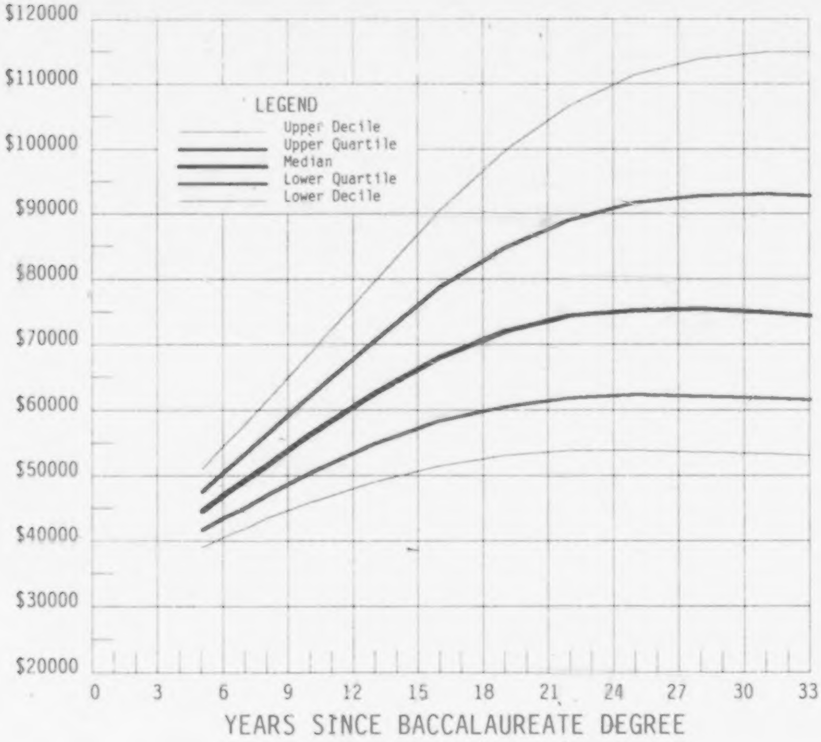
SALARY CURVES FOR ENGINEERS IN ELECTRICAL MACHINERY
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35550	37750	40100	42500	45050	47700	50400	53250	56150	62150	71300	80200	88250	95000	100200	103850	106200	108500	77450	2.2
Upper Quartile	33950	35950	38000	40150	42350	44600	46900	49250	51600	56350	63200	69350	74400	78200	80700	82200	82900	83000	61750	2.2
Median	32400	34100	35900	37700	39550	41400	43250	45050	46900	50400	55150	59050	61900	63800	64750	65100	65000	64200	49100	2.2
Lower Quartile	31000	32450	33950	35400	36850	38300	39700	41050	42350	44750	47700	49800	51050	51600	51600	51250	50750	49550	40400	2.2
Lower Decile	30050	31150	32300	33350	34400	35450	36400	37350	38200	39800	41650	42950	43750	44050	44050	43850	43500	42800	34750	2.2
Mean	32700	34400	36200	38000	39800	41650	43500	45350	47200	50750	55850	60350	64100	67100	69300	70800	71700	72450	53650	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	35500	37100	40450	43250	46350	48600	49900	52650	55300	61350	70250	81650	91800	96300	99350	100750	102950	109000	77450	
Upper Quartile	34300	35600	38550	40550	42950	44500	46100	49100	51000	55500	63050	71600	75050	81800	78800	80800	78150	83850	61750	
Median	33150	34150	36050	37550	39800	40850	42500	44400	46550	50350	55000	61200	61950	65900	63100	62000	62700	65850	49100	
Lower Quartile	32150	32850	33900	34300	36700	38050	39250	39600	42400	45300	47950	49750	51700	52800	50800	49050	51900	49300	40400	
Lower Decile	30950	32050	31700	32100	33400	35200	36500	36250	38000	41100	42050	42200	43500	43600	44650	42600	43000	43750	34750	
Mean	33350	34300	36300	37850	39850	41350	43050	44600	46850	50850	56050	61650	64900	69500	69300	68100	68200	70850	53650	
Supporting Data																				
Total Number	128	161	159	131	153	187	216	165	181	584	426	387	324	232	193	147	127	186	4087	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	4	8	5	3	9	30	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

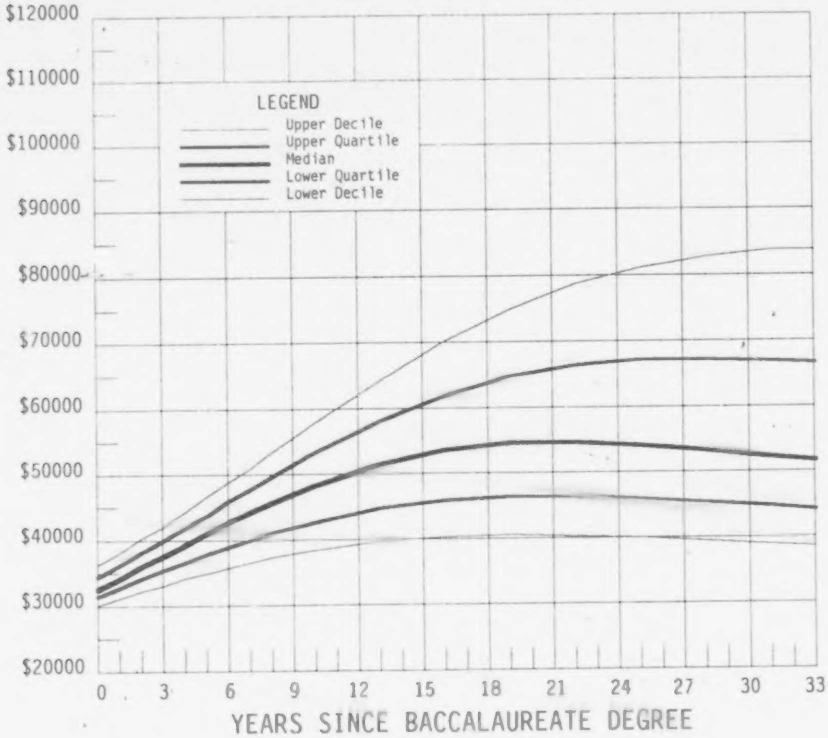
SALARY CURVES FOR ENGINEERS IN ELECTRICAL MACHINERY SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	51050	54350	57750	61300	68650	79850	90500	99700	106700	111400	113950	114950	114400	94900	2.2
Upper Quartile	0	0	0	0	0	47550	50350	53250	56200	62100	70800	78600	84850	89200	91800	92900	93050	91750	78500	2.2
Median	0	0	0	0	0	44500	46850	49250	51600	56300	62750	68100	71950	74300	75300	75400	74900	73200	65050	2.2
Lower Quartile	0	0	0	0	0	41550	43400	45200	47000	50350	54850	58300	60650	61950	62400	62250	61850	60550	54250	2.2
Lower Decile	0	0	0	0	0	39050	40500	41950	43350	45900	49150	51550	53050	53800	53900	53700	53250	52150	48350	2.2
Mean	0	0	0	0	0	44800	47150	49550	52000	56800	63650	69600	74300	77600	79550	80500	80700	79950	69200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	53300	64400	64000	64200	67150	81200	88250	98200	103200	113550	114150	111900	121150	94900	
Upper Quartile	0	0	0	0	0	50950	52550	56500	58200	61250	70100	78250	84400	91900	91250	91250	86250	96900	78500	
Median	0	0	0	0	0	46700	49600	50850	50400	55200	62450	69500	72200	75600	73350	73500	72000	76000	65050	
Lower Quartile	0	0	0	0	0	43250	42100	45750	47100	50400	54250	61000	60350	62000	58000	59150	60850	65550	54250	
Lower Decile	0	0	0	0	0	38900	39400	41000	43900	47400	48700	53200	52000	52850	50800	51450	54100	56000	48350	
Mean	0	0	0	0	0	47050	49850	51000	52600	56300	63250	70250	73950	78300	78000	78600	76900	84500	69200	
Supporting Data																				
Total Number	3	4	4	4	7	19	19	30	29	178	151	175	170	126	102	79	62	90	1252	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	3	7	4	2	7	24	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

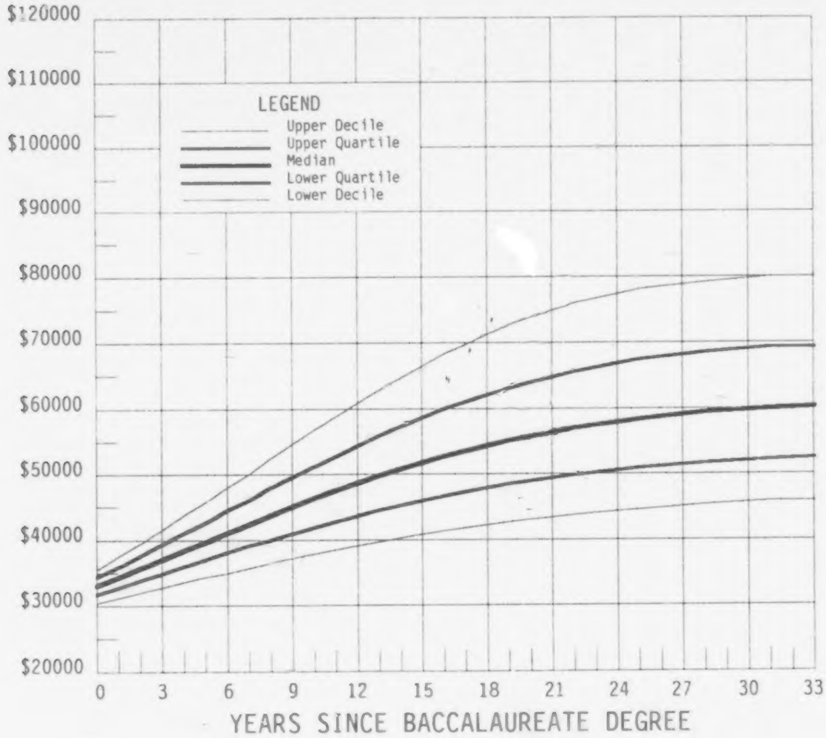
SALARY CURVES FOR ENGINEERS IN ELECTRICAL MACHINERY NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36150	38100	40150	42250	44400	46600	48800	51050	53350	57850	64300	70100	74900	78600	81200	82800	83700	84300	62450	2.2
Upper Quartile	34350	36150	38050	39950	41900	43850	45800	47700	49600	53250	58100	61950	64700	66400	67150	67300	67000	65950	52450	2.2
Median	32500	34200	35900	37600	39300	41000	42600	44200	45700	48400	51600	53650	54600	54700	54100	53250	52250	50350	44200	2.2
Lower Quartile	31500	32800	34100	35350	36600	37800	38950	40000	41000	42750	44750	45950	46400	46350	45950	45350	44700	43400	37850	2.2
Lower Decile	30250	31250	32250	33200	34150	35000	35800	36550	37250	38400	39650	40350	40550	40400	40050	39550	39050	38050	33650	2.2
Mean	33000	34550	36150	37700	39300	40850	42400	43900	45400	48150	51800	54650	56650	57900	58450	58600	58450	57750	46800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35450	37150	40300	42950	45800	47800	48550	51100	54000	57300	63800	71000	70250	78700	84850	80350	87500	85500	62450	
Upper Quartile	34250	35600	38450	40400	42650	43550	45500	47050	49900	53100	58650	62650	62800	67800	67400	62650	67500	68000	52450	
Median	33150	34150	35950	37500	39600	40500	42200	43200	45800	48350	52050	54650	54350	56550	53750	50000	54100	49800	44200	
Lower Quartile	32150	32800	33800	34300	36600	37700	39050	39050	41700	43750	45550	44550	45650	45300	45550	44000	45350	44950	37850	
Lower Decile	30950	32000	31650	32200	33250	34900	36250	35750	36600	39850	40100	39050	39300	40800	41450	38400	39250	38350	33650	
Mean	33300	34300	36050	37650	39650	40750	42400	43200	45750	48450	52050	54550	54850	59100	59550	55950	59950	58100	46800	
Supporting Data																				
Total Number	125	157	155	127	146	168	197	135	152	406	275	212	154	106	91	68	65	96	2835	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	2	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

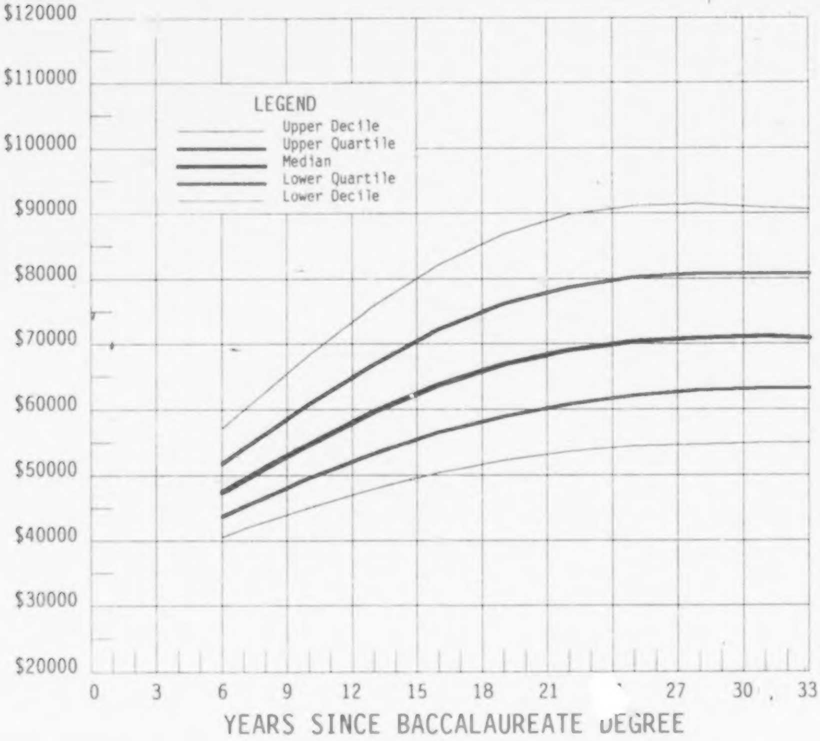
SALARY CURVES FOR ENGINEERS IN ELECTRONIC EQUIPMENT
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35550	37500	39500	41600	43700	45850	48050	50250	52450	56800	62950	68350	72750	75950	78100	79300	79900	79950	68500	2.2
Upper Quartile	34350	36000	37650	39350	41050	42800	44500	46250	47950	51250	55900	59950	63250	65700	67450	68600	69250	69700	57500	2.2
Median	33050	34400	35750	37100	38500	39850	41200	42500	43850	46350	49850	52800	55250	57150	58500	59450	60050	60650	47200	2.2
Lower Quartile	31800	32850	33950	35000	36050	37050	38100	39100	40050	41950	44500	46700	48500	49950	51050	51850	52400	53100	40200	2.2
Lower Decile	30300	31150	31950	32750	33550	34300	35050	35800	36500	37850	39700	41300	42650	43750	44600	45300	45750	46450	35350	2.2
Mean	33050	34450	35850	37250	38700	40150	41550	42950	44350	47050	50800	54000	56650	58700	60200	61200	61850	62500	50100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36000	36950	40100	41000	43200	46000	47800	50900	52050	58050	62750	68550	69550	75950	77600	79500	78950	81500	68500	
Upper Quartile	33750	34950	37400	39200	40600	43000	45200	46800	48400	52100	55550	59900	59800	65000	67150	69500	68700	71200	57500	
Median	32500	33350	35400	36650	38400	39950	41550	43400	44850	47200	48900	51750	53600	56850	58300	59400	59700	61950	47200	
Lower Quartile	31100	32150	33550	34350	36200	37300	38100	39500	40550	43000	44200	45200	47150	49750	50100	51950	53050	53800	40200	
Lower Decile	30150	30550	31900	32000	33650	34700	35100	36300	36450	38500	38950	40350	42100	44050	44650	45700	46150	46350	35350	
Mean	33250	33750	35950	36800	38500	40300	41550	43500	44700	47900	50300	53350	54850	58650	59950	61700	61600	63300	50100	
Supporting Data																				
Total Number	240	351	523	565	840	1060	1075	898	820	2135	1379	1010	1074	1044	875	896	1086	1518	17389	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	2	2	2	8	
Less Than $22000	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

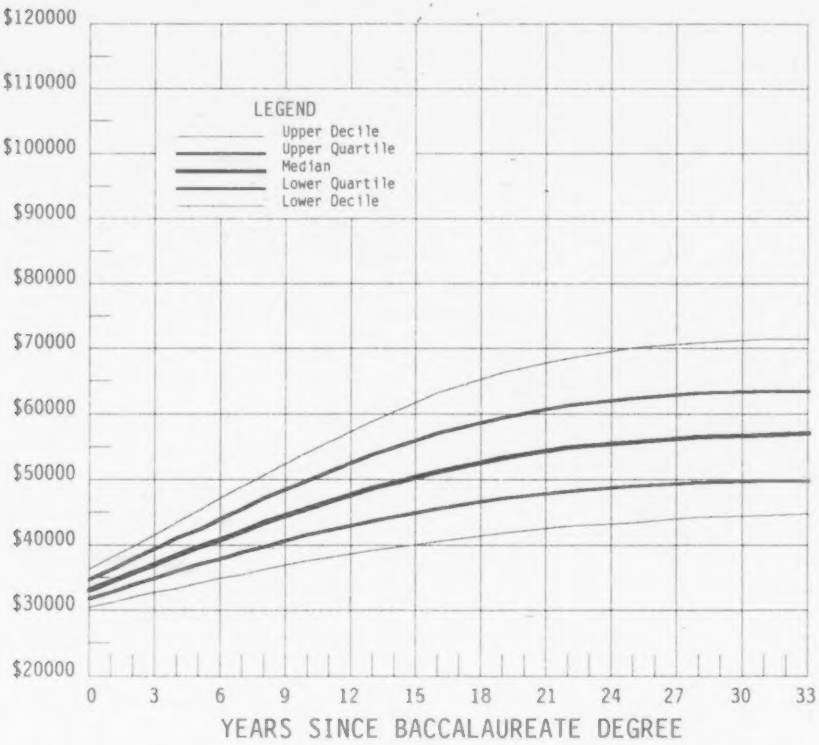
SALARY CURVES FOR ENGINEERS IN ELECTRONIC EQUIPMENT SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	57150	59950	62800	68300	75900	82200	86850	89750	91150	91450	91050	89350	87300	2.2
Upper Quartile	0	0	0	0	0	0	51750	54050	56350	60850	67050	72200	76150	78750	80250	80850	80900	80100	75800	2.2
Median	0	0	0	0	0	0	47450	49350	51200	54800	59700	63750	66850	69000	70300	70950	71150	70800	66000	2.2
Lower Quartile	0	0	0	0	0	0	43850	45300	46800	49600	53400	56550	59050	60900	62100	62850	63250	63450	56600	2.2
Lower Decile	0	0	0	0	0	0	40600	41800	42950	45150	48050	50450	52250	53500	54350	54800	55050	55100	49100	2.2
Mean	0	0	0	0	0	0	48550	50500	52400	56150	61200	65400	68550	70750	72000	72600	72750	72300	67350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	55300	67150	63600	69500	78350	77200	85250	90250	90950	91650	89300	91000	87300	
Upper Quartile	0	0	0	0	0	0	51250	60500	56250	61450	67250	70950	75500	78450	80250	80100	79150	81800	75800	
Median	0	0	0	0	0	0	47650	52050	50900	55950	59500	63300	64800	69050	70050	71350	70350	71600	66000	
Lower Quartile	0	0	0	0	0	0	42750	47400	47200	50450	53700	57250	55950	60650	61750	63200	62700	64250	56600	
Lower Decile	0	0	0	0	0	0	39600	42700	43500	46650	47550	49550	50600	53050	54750	56200	55250	54850	49100	
Mean	0	0	0	0	0	0	47850	53850	53500	57050	61250	64250	67700	70050	71450	73100	71950	73250	67350	
Supporting Data																				
Total Number	4	5	5	4	15	14	27	43	55	249	213	223	199	253	231	250	312	464	2566	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	2	2	2	8	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

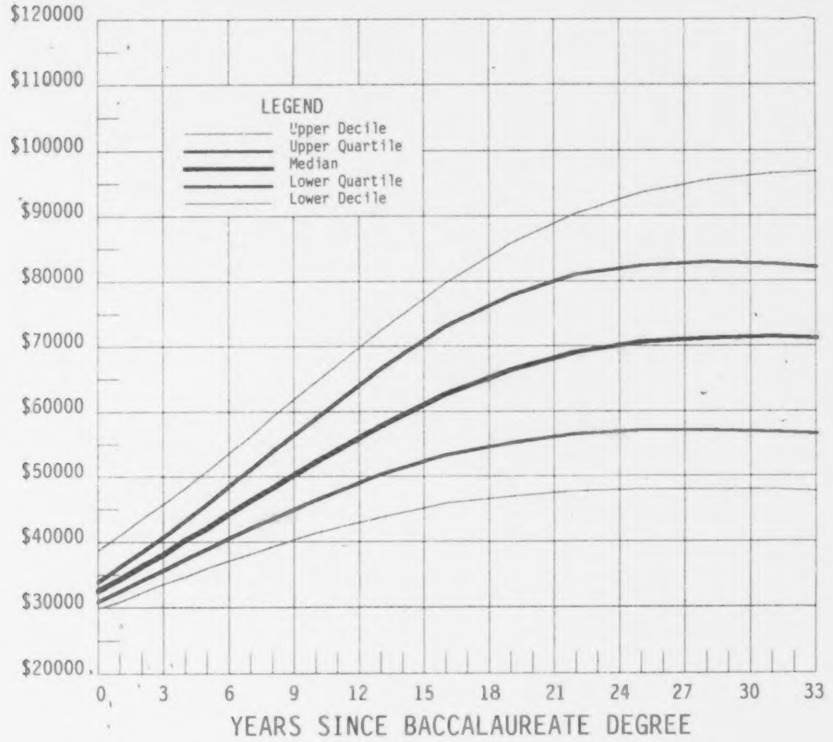
SALARY CURVES FOR ENGINEERS IN ELECTRONIC EQUIPMENT NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36300	38050	39800	41650	43450	45300	47150	48950	50750	54250	59050	63150	66350	68650	70200	71050	71450	71500	61450	2.2
Upper Quartile	34700	36250	37800	39400	40950	42500	44050	45600	47100	49950	53850	57050	59550	61350	62500	63100	63400	63450	53650	2.2
Median	33200	34500	35800	37100	38400	39650	40900	42150	43350	45650	48750	51300	53350	54850	55850	56500	56900	57150	45500	2.2
Lower Quartile	31850	32900	33900	34950	35950	36950	37900	38850	39750	41500	43750	45650	47100	48250	49000	49550	49850	50150	39150	2.2
Lower Decile	30450	31200	31950	32700	33450	34200	34900	35600	36250	37500	39200	40650	41850	42850	43600	44150	44600	45150	34750	2.2
Mean	33350	34650	35950	37250	38500	39800	41100	42300	43550	45850	48950	51600	53700	55250	56300	57000	57400	57750	47100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35800	37000	40000	40950	43000	45750	47350	49900	51200	55450	58800	62000	62350	68350	69550	71700	70900	73700	61450	
Upper Quartile	33750	34950	37350	39200	40550	42850	45050	46450	47850	50750	53050	55850	57650	59800	61600	63150	62950	65850	53650	
Median	32500	33300	35400	36600	38350	39900	41450	43100	44550	46450	47600	49150	51850	54800	55600	56800	57150	58250	45500	
Lower Quartile	31050	32150	33500	34350	36150	37250	38050	39300	40200	42450	43250	44100	46200	47600	48000	49100	50700	51200	39150	
Lower Decile	30100	30500	31900	32050	33600	34650	35000	36150	36250	38050	38400	39500	41200	42950	43950	44750	45000	45050	34750	
Mean	32850	33750	35850	36750	38250	40150	41400	42950	44050	46700	48350	50300	51900	55000	55800	57300	57400	58950	47100	
Supporting Data																				
Total Number	236	346	518	561	825	1046	1048	855	765	1886	1166	787	875	791	644	646	774	1054	14823	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

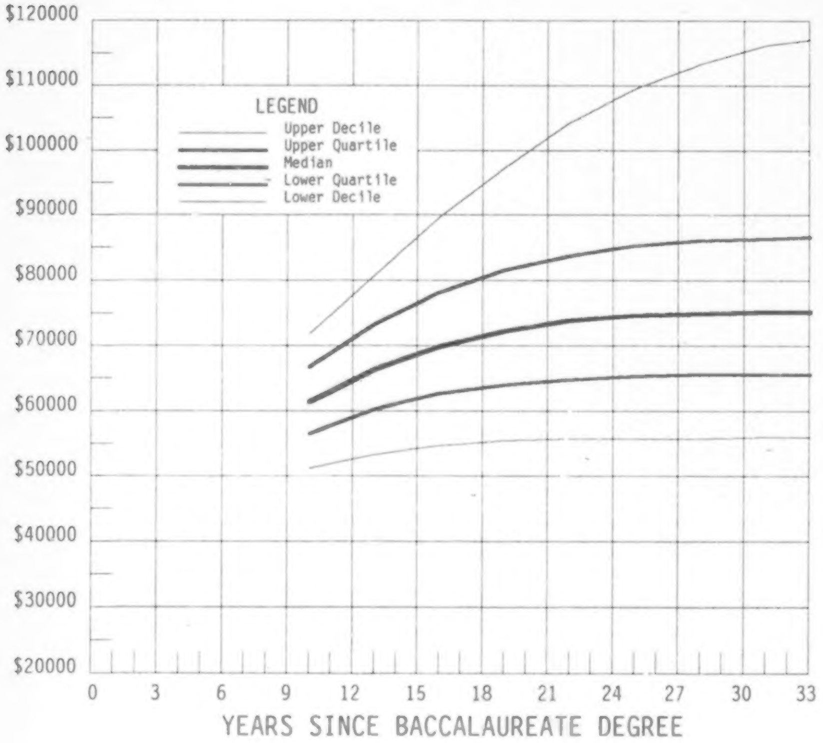
SALARY CURVES FOR ENGINEERS IN COMPUTERS
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: COMPUTERS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38800	41050	43450	45900	48400	51000	53650	56400	59100	64600	72600	79800	85800	90350	93500	95450	96550	97250	77750	4.4
Upper Quartile	33950	36150	38450	40850	43300	45850	48450	51100	53750	59050	66550	73000	77850	80950	82500	82900	82550	80800	64850	2.2
Median	32500	34350	36250	38150	40150	42200	44250	46300	48350	52350	58000	62800	66500	69100	70600	71300	71450	70900	51450	2.2
Lower Quartile	30950	32500	34100	35700	37300	38900	40500	42050	43600	46500	50300	53250	55300	56500	57000	57000	56700	55800	42050	2.2
Lower Decile	29800	31050	32250	33500	34700	35900	37050	38200	39250	41250	43800	45750	47000	47750	48100	48100	47950	47400	36350	2.2
Mean	33200	35050	36950	38900	40900	42950	45050	47100	49200	53250	58900	63700	67400	69950	71500	72150	72300	71750	54950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	42800	39500	39800	42300	48200	51200	52350	56800	57200	66750	79150	79050	84200	89400	95150	78400	97000	94750	77750	
Upper Quartile	35600	35900	35700	39600	41900	46000	49450	51500	52600	60950	69900	70450	74000	79650	82800	73600	90000	90600	64850	
Median	34400	33600	34600	36850	39300	42200	43600	45900	48750	54050	59800	61350	61350	72350	74500	62650	78000	72800	51450	
Lower Quartile	31000	32050	33000	34800	37300	39600	40700	42200	45100	47700	49350	50750	52150	59150	61000	56000	60000	54500	42050	
Lower Decile	28950	30250	30400	32700	36050	38050	37000	39350	41500	40900	43200	43100	45350	49250	51900	45200	47900	50200	36350	
Mean	34300	34750	34750	37250	40800	43500	45050	47200	49400	54450	60650	61400	63650	71350	72950	66600	77300	75950	54950	
Supporting Data																				
Total Number	24	25	22	27	42	52	45	58	58	127	97	82	68	55	39	24	16	22	883	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	4	
Less Than $22000	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2	

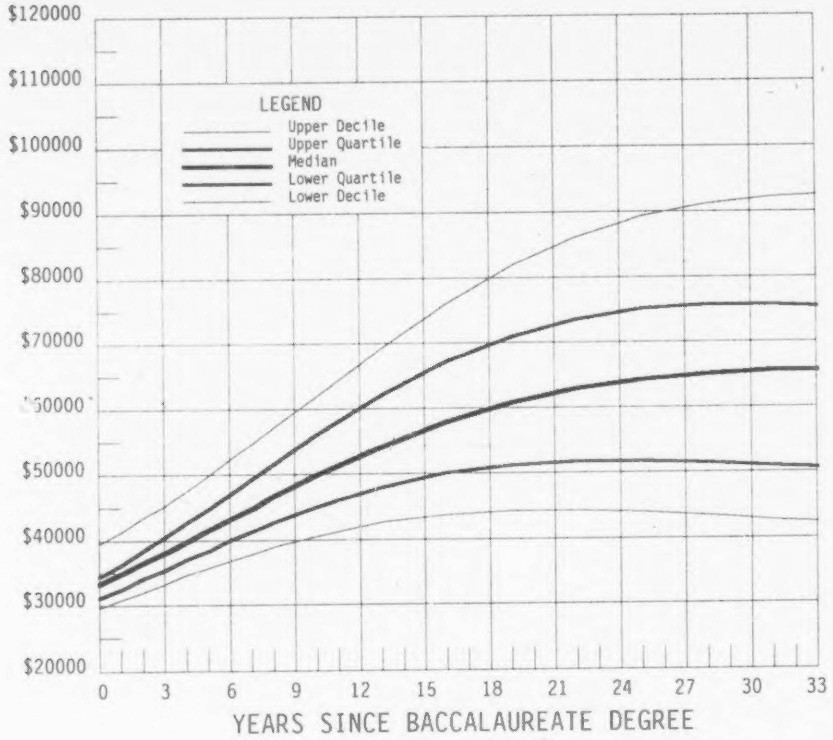
SALARY CURVES FOR ENGINEERS IN COMPUTERS
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: COMPUTERS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	71650	80750	89550	97450	104150	109500	113450	116200	119500	91500	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	66650	73300	78200	81600	83850	85250	86050	86500	86800	77650	4.2
Median	0	0	0	0	0	0	0	0	0	61450	66500	70000	72300	73750	74550	75000	75200	75300	68150	5.0
Lower Quartile	0	0	0	0	0	0	0	0	0	56650	60400	62750	64100	64900	65300	65500	65600	65600	59450	5.6
Lower Decile	0	0	0	0	0	0	0	0	0	51150	53450	54700	55350	55650	55800	55850	55900	55900	52350	6.6
Mean	0	0	0	0	0	0	0	0	0	61550	67250	71550	74500	76450	77700	78450	78850	79100	70600	4.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	68000	0	70600	87500	88150	91500	96500	99000	125000	0	150000	91500	
Upper Quartile	0	0	0	0	0	0	0	61000	0	65800	73000	77250	82500	82100	95000	74000	0	93750	77650	
Median	0	0	0	0	0	0	0	53000	0	61750	67600	69200	72000	75000	80000	68000	0	72000	68150	
Lower Quartile	0	0	0	0	0	0	0	48500	0	58150	60600	62750	62000	66350	73350	58000	0	62000	59450	
Lower Decile	0	0	0	0	0	0	0	42500	0	55100	53500	53300	55100	57400	54800	53000	0	56000	52350	
Mean	0	0	0	0	0	0	0	54300	0	62150	67700	70100	73600	75650	81250	72400	0	86650	70600	
Supporting Data																				
Total Number	0	0	0	0	1	3	4	10	5	27	35	31	24	27	16	10	7	10	210	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

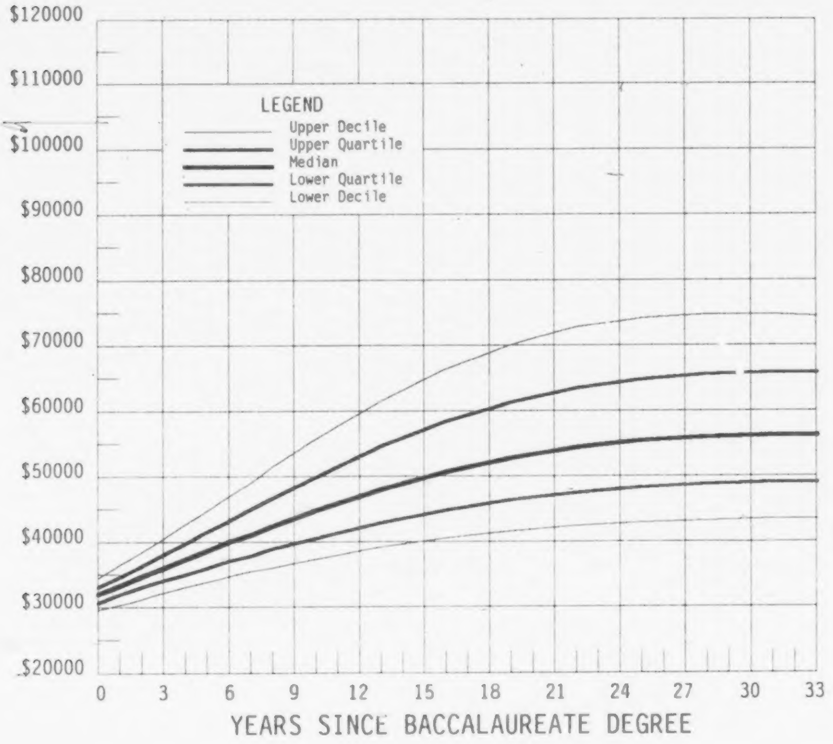
SALARY CURVES FOR ENGINEERS IN COMPUTERS
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: COMPUTERS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39500	41400	43350	45450	47600	49850	52200	54550	57000	61950	69300	76100	81800	86200	89300	91200	92250	92950	70450	4.4
Upper Quartile	34350	36300	38400	40500	42650	44850	47050	49300	51550	55950	62050	67150	71050	73700	75100	75650	75650	74700	56000	2.2
Median	33250	34850	36500	38150	39850	41550	43200	44900	46550	49800	54200	57950	60900	63000	64400	65150	65500	65500	47400	2.2
Lower Quartile	31200	32650	34150	35600	37100	38500	39950	41300	42600	45000	47950	50050	51300	51850	51800	51450	50950	49750	40100	2.2
Lower Decile	29600	30850	32100	33350	34550	35700	36850	37900	38850	40600	42600	43800	44350	44350	44000	43450	42800	41600	35200	2.2
Mean	33350	35100	36850	38650	40450	42300	44100	45900	47700	51100	55650	59350	62050	63750	64600	64900	64750	63950	50050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	42800	39500	39800	42300	46850	49450	51250	54600	56700	65150	77800	71900	78400	88000	84250	78400	0	92000	70450	
Upper Quartile	35600	35900	35700	39600	41450	45400	48400	49000	52300	56500	63650	65500	66000	78000	78250	73000	0	76000	56000	
Median	34400	33600	34600	36850	39200	41950	43100	44750	48600	51800	54200	54500	56000	68000	65500	62000	0	73000	47400	
Lower Quartile	31000	32050	33000	34800	37250	39450	40250	41850	45150	45700	46700	45650	49000	56000	54750	51500	0	51500	40100	
Lower Decile	28950	30250	30400	32700	36000	37950	36200	38600	41800	40200	41100	41550	43100	42200	50450	42200	0	44600	35200	
Mean	34300	34750	34750	37250	40000	43000	43750	45750	49050	52400	56700	56150	58200	67200	67150	62500	0	67050	50050	
Supporting Data																				
Total Number	24	25	22	27	41	49	41	48	53	100	62	51	44	28	23	14	9	12	673	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2	

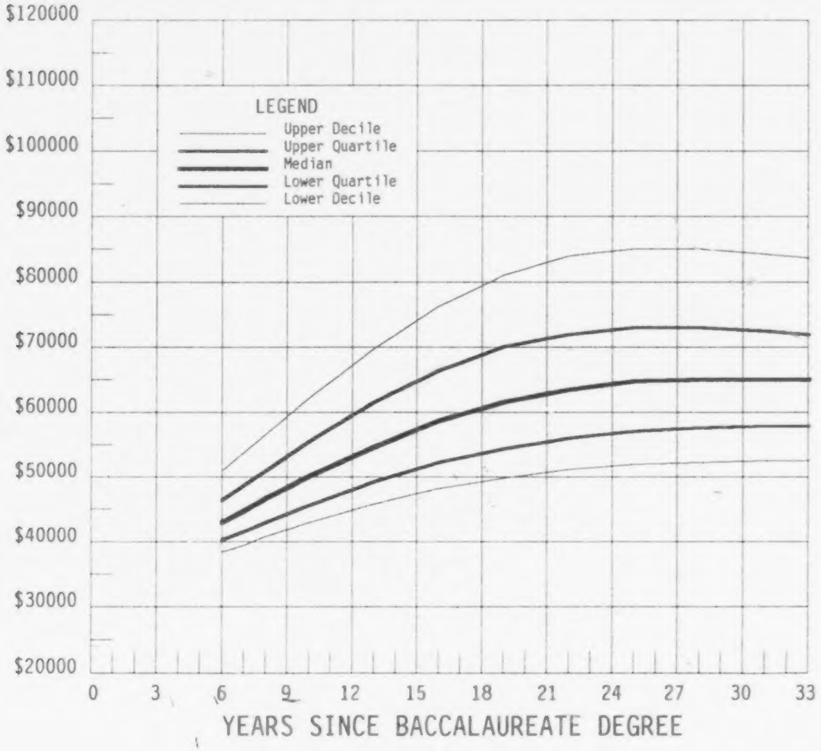
SALARY CURVES FOR ENGINEERS IN FABRICATED METAL PRODUCTS
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	34500	36450	38500	40550	42700	44850	47000	49200	51400	55650	61550	66500	70250	72750	74150	74700	74650	73800	63250	2.2
Upper Quartile	33050	34650	36350	38050	39750	41500	43250	44950	46650	49950	54550	58400	61400	63500	64900	65650	65950	65850	52350	2.2
Median	31950	33300	34600	35950	37250	38600	39900	41200	42450	44800	48050	50700	52800	54350	55350	55950	56250	56450	43950	2.2
Lower Quartile	30800	31900	33000	34050	35050	36100	37050	38000	38950	40650	42950	44850	46350	47450	48250	48800	49100	49400	36650	3.8
Lower Decile	29550	30400	31300	32150	33000	33800	34600	35350	36100	37450	39200	40550	41650	42400	42900	43150	43350	43400	32850	2.2
Mean	32000	33400	34850	36250	37700	39100	40550	41950	43300	45900	49500	52450	54800	56450	57600	58250	58550	58700	46300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	34000	36350	37650	40300	45600	45850	47300	48600	53800	54600	61150	66050	69100	71150	77450	74000	79350	72000	63250	
Upper Quartile	32750	33950	36150	37850	42250	42250	43800	44800	47400	49650	54350	57250	60050	62700	65850	65850	69600	65000	52350	
Median	31450	33050	34850	35900	37550	38500	39550	41200	43050	45450	48150	49150	50800	55600	55250	56900	59400	55000	43950	
Lower Quartile	30650	32150	33350	33750	34750	35700	36450	36450	40100	41500	43100	44500	45850	48300	47600	48150	51600	47800	36650	
Lower Decile	30150	30600	32050	30700	32600	33400	34400	34150	37700	37850	39150	40850	41200	42300	43050	42500	43800	43400	32850	
Mean	32050	33400	34850	35950	38500	39050	40450	41050	44500	46150	49500	51400	54250	56200	58250	58350	61550	57250	46300	
Supporting Data																				
Total Number	110	128	140	99	82	103	122	113	109	290	208	144	159	125	95	85	95	120	2327	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	1	0	3	
Less Than $22000	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

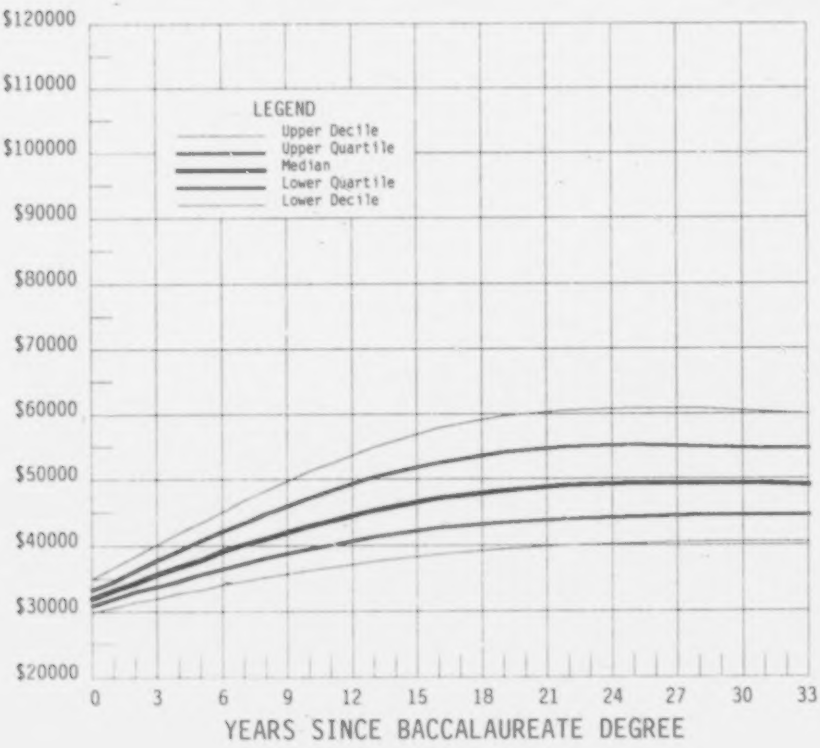
SALARY CURVES FOR ENGINEERS IN FABRICATED METAL PRODUCTS SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	51000	53800	56600	62150	69950	76400	81100	83900	85000	85000	84250	81950	76300	2.2
Upper Quartile	0	0	0	0	0	0	46500	48800	51050	55500	61600	66500	70050	72100	73000	73000	72450	70800	67000	2.2
Median	0	0	0	0	0	0	43000	44800	46600	50050	54750	58650	61600	63550	64700	65150	65200	64650	57800	2.2
Lower Quartile	0	0	0	0	0	0	40250	41700	43050	45700	49300	52250	54500	56100	57100	57600	57850	57800	49600	2.2
Lower Decile	0	0	0	0	0	0	38350	39550	40700	42900	45800	48150	49900	51150	51950	52350	52500	52500	44550	2.2
Mean	0	0	0	0	0	0	43950	45850	47800	51500	56500	60700	63800	65800	66900	67300	67200	66450	59550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	53300	53300	[illegible]	63550	70950	71650	79600	77200	84500	93000	83000	86000	76300	
Upper Quartile	0	0	0	0	0	0	48700	46600	56000	55800	61100	66150	67000	70150	77000	74000	73000	71100	67000	
Median	0	0	0	0	0	0	45750	44250	48900	49650	56000	58000	59000	62150	66000	64000	66650	65600	57800	
Lower Quartile	0	0	0	0	0	0	40750	42600	45800	46050	49550	50900	51950	56100	57850	58350	58850	58000	49600	
Lower Decile	0	0	0	0	0	0	37800	41650	42800	42850	45800	47950	48300	50400	53100	52100	53600	52500	44550	
Mean	0	0	0	0	0	0	46100	45550	50900	51600	56600	58800	62850	63100	68700	68850	68350	66550	59550	
Supporting Data																				
Total Number	4	1	5	4	4	3	19	19	28	78	78	55	73	57	41	34	60	52	615	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	1	0	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

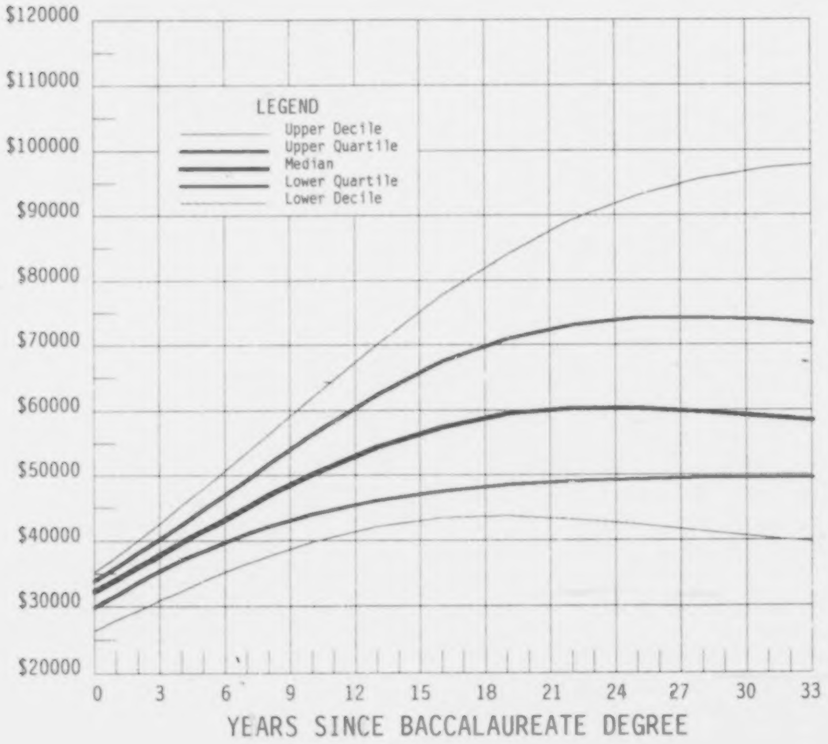
SALARY CURVES FOR ENGINEERS IN FABRICATED METAL PRODUCTS NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35050	36750	38450	40150	41850	43550	45200	46850	48400	51300	55050	57800	59650	60600	60850	60700	60250	59100	52550	2.2
Upper Quartile	33350	34800	36300	37750	39250	40700	42100	43450	44800	47200	50300	52600	54100	54900	55150	55050	54750	53900	46600	2.2
Median	32100	33300	34500	35700	36850	38000	39100	40150	41200	43050	45400	47200	48350	49050	49350	49400	49250	48800	40600	2.2
Lower Quartile	31050	32000	32950	33900	34800	35650	36500	37300	38100	39500	41250	42600	43500	44100	44400	44550	44550	44350	35050	2.2
Lower Decile	29850	30600	31350	32100	32800	33450	34100	34700	35300	36350	37700	38750	39500	40000	40300	40500	40550	40550	32200	2.2
Mean	32300	33550	34750	36000	37150	38350	39450	40550	41600	43500	45900	47750	49000	49750	50100	50150	50050	49600	41550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33950	36350	37600	39950	45400	45500	45700	47950	47950	51300	53000	56550	56400	61250	61200	65900	59350	59600	52550	
Upper Quartile	32550	33900	36150	37700	42050	42000	42550	43900	44200	47950	49200	49950	50850	56450	54500	58600	54600	54900	46600	
Median	31400	33050	34850	35700	37500	38300	38700	39400	41850	43850	45050	45800	46800	50600	49000	49850	49750	49100	40600	
Lower Quartile	30600	32150	33350	33600	34750	35600	36150	35800	39200	40200	41150	42450	42600	44300	44500	45200	43450	44700	35050	
Lower Decile	30150	30550	32050	30600	32550	33350	34150	33800	37000	36950	38150	39350	36600	40400	41500	38150	41200	41850	32200	
Mean	31700	33350	34850	35500	38300	38900	39400	40150	42300	44100	45250	46800	46950	50450	50300	51350	49950	50150	41550	
Supporting Data																				
Total Number	106	127	135	95	78	100	103	94	81	212	130	89	86	68	54	51	35	68	1712	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

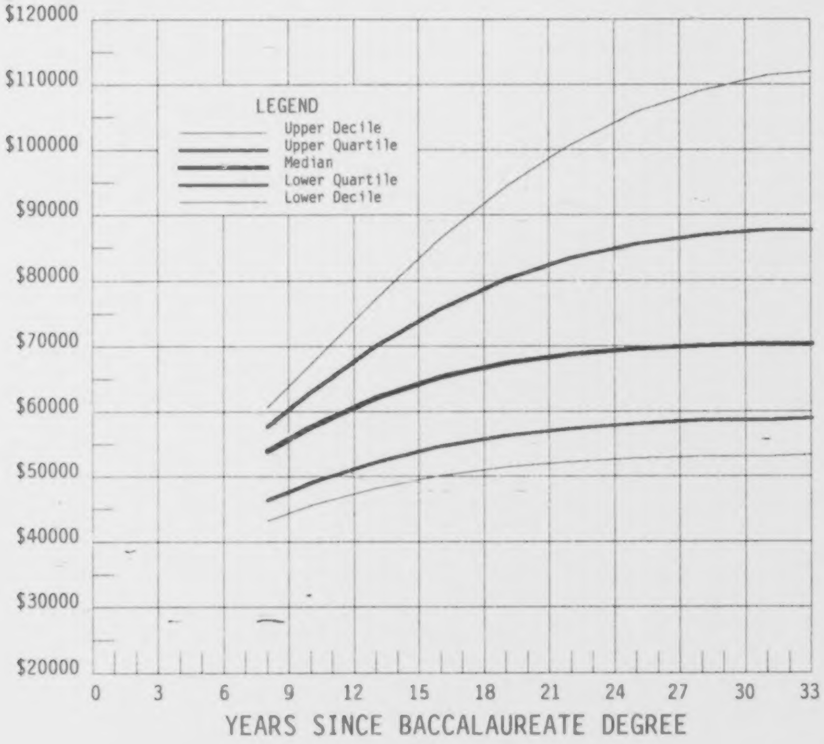
SALARY CURVES FOR ENGINEERS IN NON-ELECTRICAL MACHINERY
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: NON-ELECTRICAL MACHINERY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35200	37600	40050	42650	45250	47950	50700	53500	56300	61900	70100	77600	84050	89250	93150	95800	97450	98800	77250	3.8
Upper Quartile	33950	36000	38100	40250	42500	44750	47050	49350	51650	56150	62300	67350	71000	73200	74150	74250	73800	72200	62850	2.2
Median	32350	34100	35950	37800	39650	41500	43300	45100	46900	50200	54400	57450	59350	60150	60150	59650	58900	57200	51050	2.2
Lower Quartile	30000	31850	33650	35350	36950	38450	39800	41050	42150	44100	46200	47600	48500	49050	49350	49500	49550	49600	41100	5.2
Lower Decile	26500	27950	29450	30900	32350	33750	35150	36450	37650	39800	42200	43450	43750	43300	42350	41250	40200	38200	35350	2.2
Mean	31700	33700	35650	37650	39650	41600	43500	45400	47200	50600	55050	58650	61400	63350	64650	65500	65950	66250	54600	4.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35650	37500	40550	42500	45300	47900	49100	52850	55550	62500	68850	77950	88000	92200	95250	94500	110900	89050	77250	
Upper Quartile	34650	36400	38900	40200	41650	42700	46050	50750	53250	56000	62700	67050	70900	73150	75850	74900	84050	69300	62850	
Median	33400	35100	36250	37800	38250	38500	42550	46550	48600	51450	56100	56200	56200	61250	64000	58050	69100	55050	51050	
Lower Quartile	32350	33400	32200	35600	35000	35700	38350	41800	42600	47150	48250	47350	47800	52200	56050	49800	54900	40850	41100	
Lower Decile	29050	30550	25500	33300	32400	32050	35450	35300	38950	43150	42350	42000	41350	43150	42150	45600	51150	36250	35350	
Mean	33150	34550	35250	37950	38350	39200	42600	45850	48100	52400	55800	58400	60950	64950	68600	65700	74000	59800	54600	
Supporting Data																				
Total Number	42	48	81	48	73	83	83	58	61	202	185	246	194	187	127	88	53	179	2037	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	2	4	3	2	4	16	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

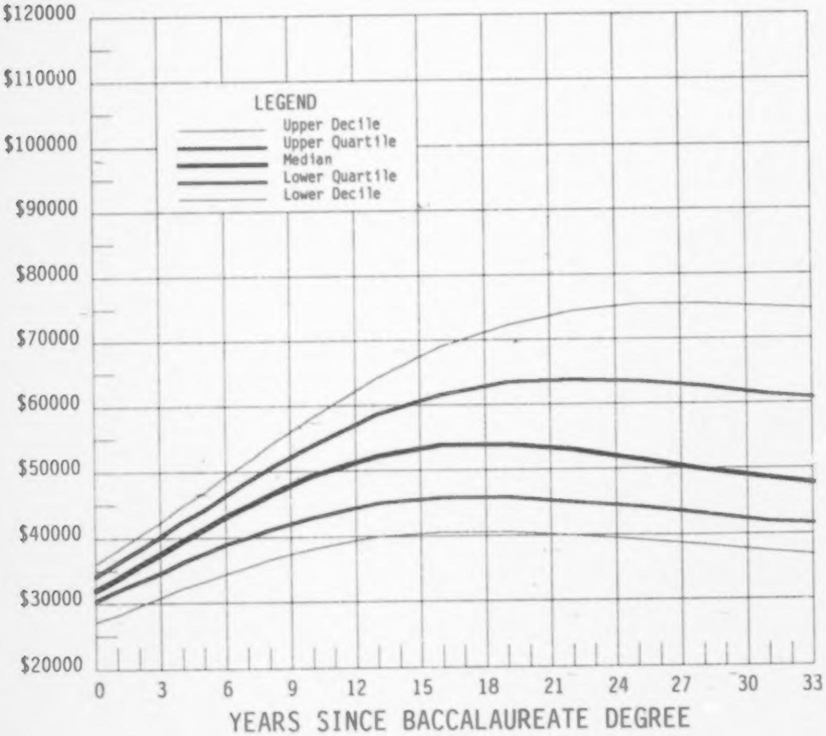
SALARY CURVES FOR ENGINEERS IN NON-ELECTRICAL MACHINERY SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: NON-ELECTRICAL MACHINERY, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Unper Decile	0	0	0	0	0	0	0	0	60500	67300	77300	86500	94450	100900	105800	109200	111400	113300	94400	3.6
Upper Quartile	0	0	0	0	0	0	0	0	57600	62950	70100	75850	80300	83450	85600	86950	87700	88300	77900	4.0
Median	0	0	0	0	0	0	0	0	53750	57600	62150	65350	67500	68850	69700	70150	70400	70500	65150	4.6
Lower Quartile	0	0	0	0	0	0	0	0	46400	49050	52250	54600	56250	57400	58100	58550	58800	59000	54550	4.0
Lower Decile	0	0	0	0	0	0	0	0	43100	45550	48350	50250	51500	52300	52800	53050	53200	53300	48800	4.4
Mean	0	0	0	0	0	0	0	0	52750	57100	62850	67350	70750	73200	74850	75900	76500	77000	69350	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	59300	68500	75850	84700	96500	103450	105550	114650	117700	106600	94400	
Upper Quartile	0	0	0	0	0	0	0	0	56750	63850	67300	76150	84450	82950	83000	89050	94750	85050	77900	
Median	0	0	0	0	0	0	0	0	50650	58000	61400	66150	69000	67350	73300	68500	76150	66950	65150	
Lower Quartile	0	0	0	0	0	0	0	0	40850	51450	53850	52700	52850	60700	63100	57100	68700	54400	54550	
Lower Decile	0	0	0	0	0	0	0	0	39150	47800	48600	50050	47050	54950	58100	52150	61800	49300	48800	
Mean	0	0	0	0	0	0	0	0	50000	59600	61800	65850	70350	74200	77900	77400	83800	72750	69350	
Supporting Data																				
Total Number	1	0	5	0	0	2	7	9	10	50	62	97	89	94	65	40	25	76	632	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	4	2	1	3	12	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

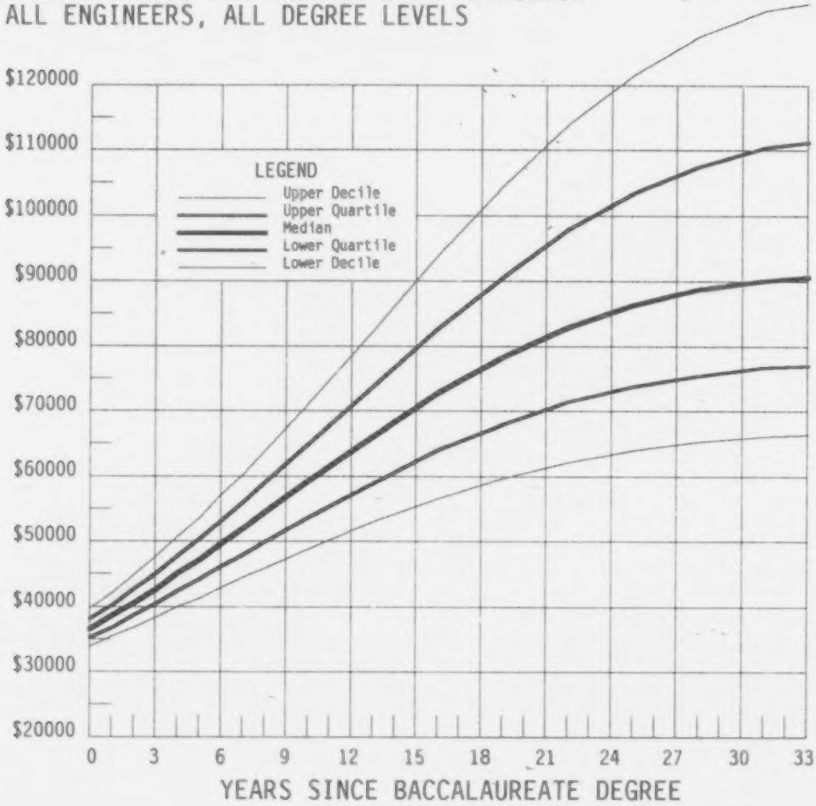
SALARY CURVES FOR ENGINEERS IN NON-ELECTRICAL MACHINERY
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: NON-ELECTRICAL MACHINERY, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36050	38100	40250	42450	44700	47000	49300	51550	53850	58250	64200	69000	72400	74450	75350	75400	74950	73450	63600	2.2
Upper Quartile	34200	36150	38200	40250	42300	44400	46400	48450	50400	54000	58550	61650	63400	63850	63450	62550	61400	59100	54950	2.2
Median	32000	33850	35750	37650	39550	41400	43150	44850	46450	49250	52250	53750	53850	53000	51600	49950	48450	45700	45750	2.2
Lower Quartile	30450	31900	33400	34800	36250	37600	38850	40050	41150	43050	45000	45850	45850	45200	44200	43100	42000	40100	37950	2.2
Lower Decile	27100	28400	29700	30950	32200	33400	34500	35550	36550	38200	39900	40650	40650	40100	39250	38300	37350	35650	34350	2.2
Mean	32100	33850	35550	37300	39050	40750	42450	44100	45650	48550	52100	54500	55800	56100	55750	55000	54100	52300	47950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35550	37500	40250	42500	45300	48000	48500	52500	55050	58100	64700	67700	68800	73750	81650	76150	92050	70600	63600	
Upper Quartile	34600	36400	38750	40200	41650	42500	45200	50000	53100	54450	60200	61500	60600	63150	65900	59900	73050	58000	54950	
Median	33350	35100	36250	37800	38250	38350	42000	46050	48300	49800	53750	53400	51050	53450	57300	51550	55550	43050	45750	
Lower Quartile	32350	33400	31900	35600	35000	35600	37900	40850	42650	46050	45350	44500	43700	44950	43650	47350	51750	38300	37950	
Lower Decile	29000	30550	25400	33300	32400	31950	35050	35100	38850	42050	41100	39750	36250	36800	39350	42350	50350	35050	34350	
Mean	33000	34550	34850	37950	38350	39100	41850	45100	47700	50000	52750	53500	53000	55600	58650	56150	65400	50300	47950	
Supporting Data																				
Total Number	41	48	75	48	73	81	76	49	51	152	122	149	105	93	61	48	28	103	1405	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	1	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

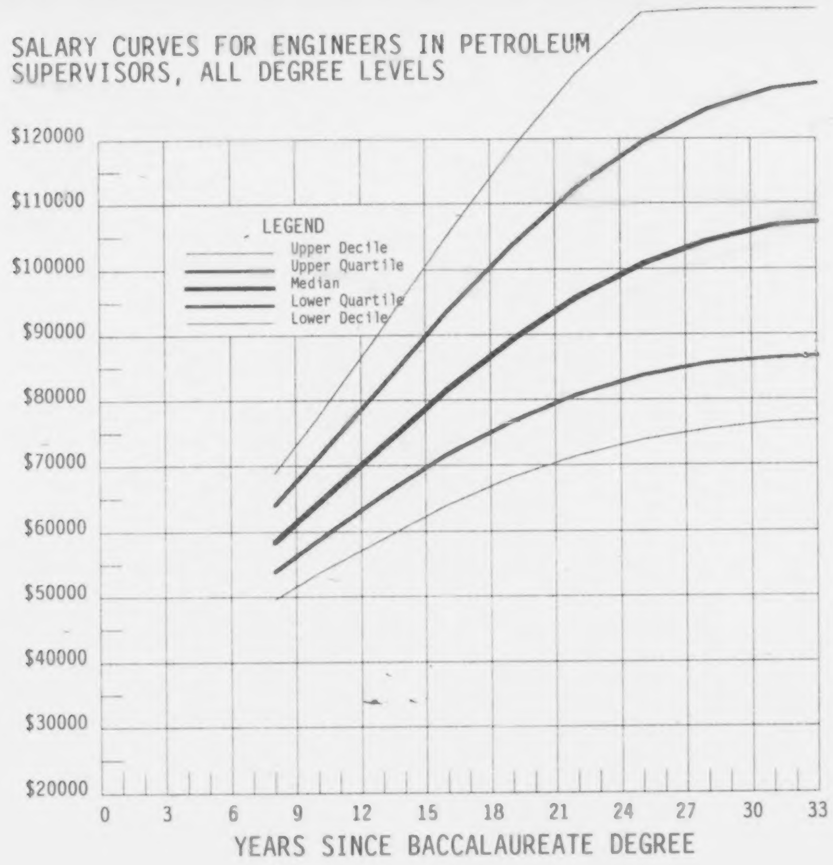
SALARY CURVES FOR ENGINEERS IN PETROLEUM
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: PETROLEUM

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39700	42250	44900	47700	50650	53700	56950	60250	63750	70950	82350	93750	104550	114000	121700	127450	131450	136000	98900	2.2
Upper Quartile	38150	40400	42750	45200	47750	50400	53150	55950	58850	64750	73850	82700	90800	97800	103350	107500	110400	113750	80350	2.2
Median	36550	38550	40650	42800	45000	47250	49600	51950	54350	59150	66200	72700	78350	82950	86350	88750	90250	91700	64050	2.2
Lower Quartile	35150	36900	38650	40450	42300	44200	46050	47950	49900	53650	59050	63900	68050	71400	73850	75600	76700	77900	50800	2.2
Lower Decile	33950	35400	36900	38400	39900	41400	42950	44450	45950	48850	53000	56650	59700	62150	64000	65300	66200	67250	40950	2.2
Mean	36700	38750	40800	42950	45200	47500	49850	52250	54700	59650	67100	74150	80550	85900	90200	93350	95550	98200	68400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40750	42300	43850	47350	50850	52650	56000	60150	63400	72800	82900	92600	99200	115350	119400	126800	130000	142450	98900	
Upper Quartile	39300	40450	42550	44300	47750	48650	52600	54750	59750	66000	74250	82050	88750	94700	104000	109650	112000	114400	80350	
Median	37400	38950	40450	42350	44400	45450	48850	50600	55050	60050	66900	72100	77350	81450	85850	90000	90100	92550	64050	
Lower Quartile	36150	37250	38600	40250	41700	42500	44700	45350	50900	54500	60050	63200	67150	70200	74100	76350	76850	78050	50800	
Lower Decile	34600	35850	36900	38450	39250	40100	41300	41750	46450	50000	52950	56750	59250	60250	64650	67050	65500	67150	40950	
Mean	37750	39000	40550	42850	44750	45900	48850	50650	55300	60750	67450	73550	79200	85000	89950	94800	95750	98500	68400	
Supporting Data																				
Total Number	236	252	249	217	205	216	197	181	319	1335	828	645	592	540	437	400	285	421	7555	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	8	25	20	41	32	65	192	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

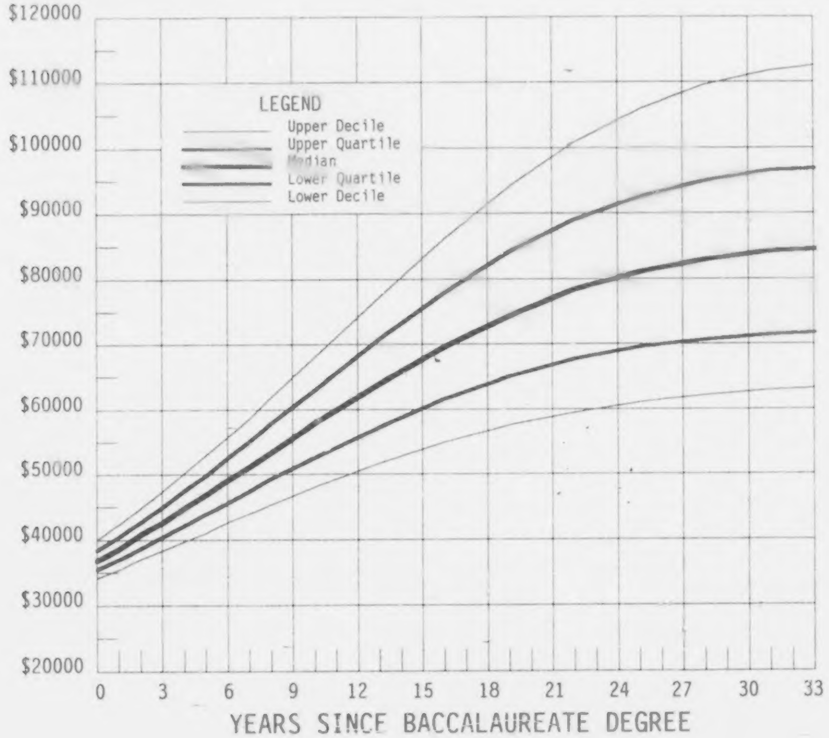
SALARY CURVES FOR ENGINEERS IN PETROLEUM SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: PETROLEUM, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	68850	77400	91100	105050	118400	130100	139550	146500	151100	155850	124400	2.2
Upper Quartile	0	0	0	0	0	0	0	0	64000	71200	82400	93500	103800	112550	119450	124450	127700	131100	103750	2.2
Median	0	0	0	0	0	0	0	0	58350	64200	73050	81600	89300	95700	100750	104300	106700	109200	82800	2.2
Lower Quartile	0	0	0	0	0	0	0	0	53950	58650	65500	71650	76800	80850	83650	85500	86500	87200	69600	2.2
Lower Decile	0	0	0	0	0	0	0	0	49650	53500	59050	64000	68200	71450	73850	75500	76500	77400	58450	2.2
Mean	0	0	0	0	0	0	0	0	59100	65250	74550	83550	91650	98450	103700	107450	109900	112400	88800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	69200	80850	89750	100400	118000	132900	127250	153600	156100	160150	124400	
Upper Quartile	0	0	0	0	0	0	0	0	61900	73400	83650	91750	99050	112500	116200	123900	127800	137850	103750	
Median	0	0	0	0	0	0	0	0	57800	65000	74500	80900	87650	90950	101100	107000	109250	110200	82800	
Lower Quartile	0	0	0	0	0	0	0	0	53450	58400	66700	71050	78250	77800	82650	88100	89250	86100	69600	
Lower Decile	0	0	0	0	0	0	0	0	49600	52900	60400	63400	69450	69550	73200	77600	77050	76750	58450	
Mean	0	0	0	0	0	0	0	0	58400	66150	75000	82350	91050	96950	101800	109850	111500	113150	88800	
Supporting Data																				
Total Number	2	1	2	6	8	11	13	14	40	276	242	207	177	210	181	165	102	162	1819	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	8	25	19	39	27	54	174	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

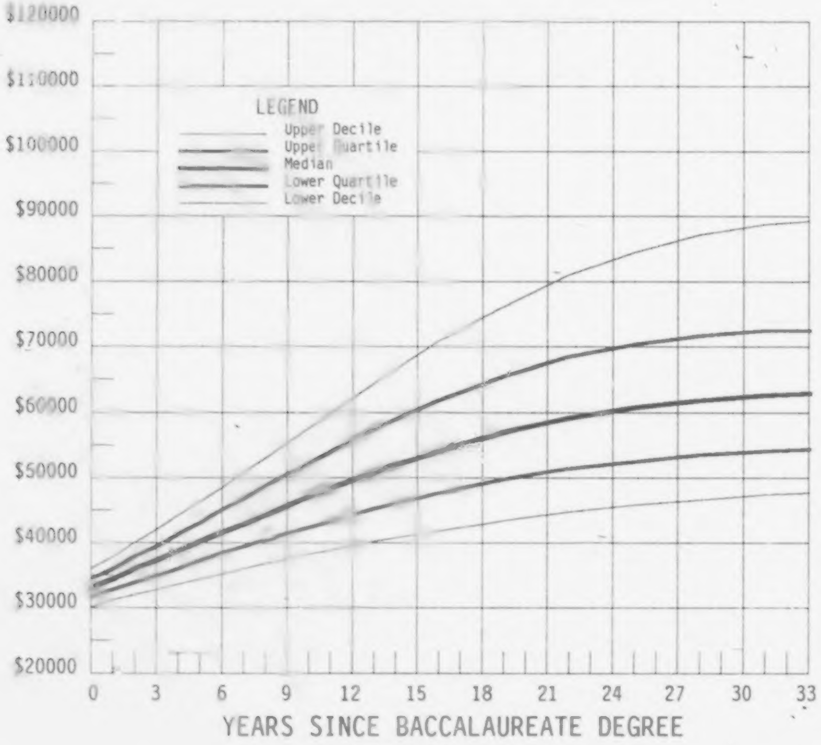
SALARY CURVES FOR ENGINEERS IN PETROLEUM
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: PETROLEUM, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40050	42400	44900	47500	50200	52950	55850	58800	61850	68000	77350	86250	94250	100850	105950	109550	111850	114200	87850	2.2
Upper Quartile	38300	40500	42750	45100	47500	50000	52550	55150	57750	63050	70850	78000	84200	89100	92650	95050	96450	97650	72450	2.2
Median	36850	38750	40750	42750	44850	46950	49100	51300	53450	57800	64050	69700	74500	78300	81100	83000	84200	85300	59650	2.2
Lower Quartile	35350	37000	38700	40450	42200	43950	45700	47500	49250	52650	57450	61600	65050	67700	69550	70800	71550	72150	46550	2.2
Lower Decile	34200	35600	36950	38400	39800	41200	42600	44000	45350	48000	51650	54850	57500	59550	61100	62150	62900	63700	39750	2.2
Mean	37000	38900	40850	42900	45000	47100	49250	51450	53650	58050	64400	70200	75200	79250	82300	84450	85800	87250	61950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40750	42300	43850	46900	50850	52050	55400	59350	63150	69750	75950	84300	93200	97100	105300	109850	116050	117300	87850	
Upper Quartile	39250	40450	42600	44000	47500	48250	52100	54650	59400	64250	70700	76700	83450	87550	91350	94500	98900	99300	72450	
Median	37400	39000	40500	42250	44300	45200	48450	50500	54650	59050	64450	68450	73100	77250	79750	82750	83800	88400	59650	
Lower Quartile	36200	37250	38650	40150	41650	42350	44400	44900	50650	53900	57750	61250	63750	66100	70250	71350	70850	73150	46550	
Lower Decile	34650	35850	37000	38400	39200	39950	41150	41600	46050	49350	51400	55150	56750	57450	60750	62250	63950	64600	39750	
Mean	37650	39000	40600	42550	44700	45600	48400	50400	54850	59300	64350	69400	74100	77400	81550	84250	86950	89300	61950	
Supporting Data																				
Total Number	234	251	247	212	198	206	184	167	279	1059	587	438	415	330	255	234	183	259	5736	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	5	10	19	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

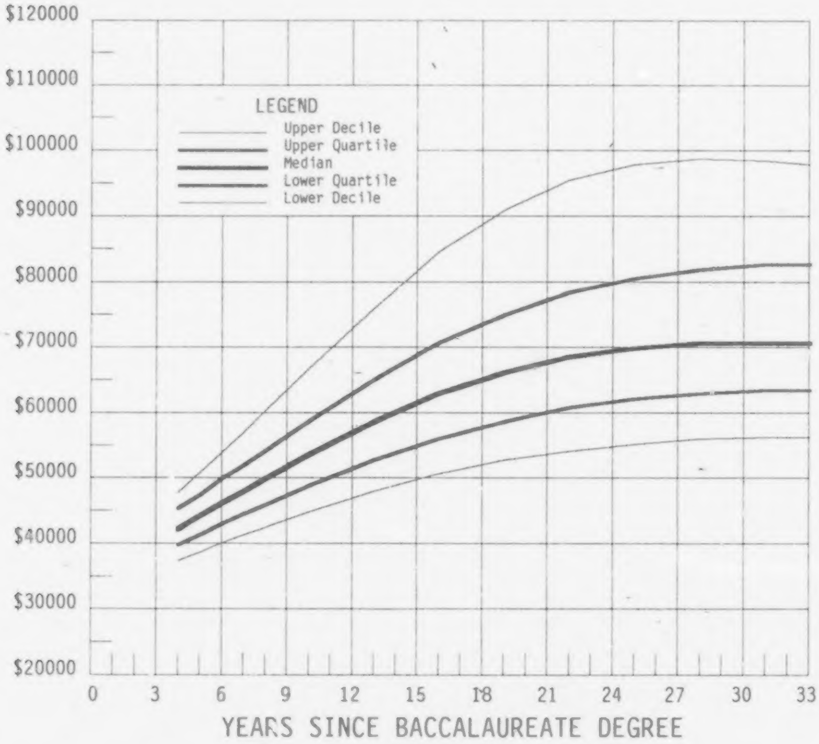
SALARY CURVES FOR ENGINEERS IN TRANSPORTATION EQUIPMENT
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36100	38000	40000	42050	44200	46350	48600	50850	53100	57700	64500	70850	76400	81050	84600	87150	88900	90800	71050	2.2
Upper Quartile	34350	36050	37800	39600	41400	43250	45100	46900	48750	52400	57500	61950	65650	68450	70450	71750	72500	73050	59600	2.2
Median	33100	34500	35900	37350	38750	40200	41600	43000	44400	47150	50950	54250	57050	59200	60850	62000	62800	63650	48200	2.2
Lower Quartile	31650	32750	33900	35000	36100	37250	38350	39400	40450	42500	45300	47750	49800	51400	52650	53550	54200	55000	39750	2.2
Lower Decile	30250	31100	31950	32750	33600	34400	35200	35950	36700	38150	40200	42000	43550	44850	45900	46750	47400	48350	35200	2.2
Mean	33050	34500	35950	37450	39000	40500	42000	43500	45000	47950	52050	55700	58750	61150	62950	64250	65100	66000	51400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37400	39050	40450	40850	43600	46150	48450	51000	52250	58250	64700	69500	76800	79900	88000	92750	88350	87200	71050	
Upper Quartile	35300	36800	37700	39250	40900	43050	45000	46850	48400	52600	57700	61850	66200	68950	70700	71950	71600	72850	59600	
Median	33650	34800	35750	36900	38750	40050	41550	43300	44350	47400	51050	53850	56150	59850	60950	62750	62700	63350	48200	
Lower Quartile	32400	32750	33650	34500	36500	37650	38250	39750	40150	42300	44900	47400	49950	52150	53000	54200	54300	54250	39750	
Lower Decile	30850	30900	31750	32200	34050	34850	35050	36550	36450	38200	39600	41350	42850	46000	46250	47950	48300	47050	35200	
Mean	34350	35050	36100	36950	38800	40400	41750	43550	44450	48050	52100	55500	59150	62050	63450	65050	64800	65000	51400	
Supporting Data																				
Total Number	704	1191	1246	1258	1655	2003	1828	1769	1389	3473	2706	2250	2048	2061	2067	1949	1941	2761	34300	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	3	4	12	
Less Than $22000	0	1	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	4	

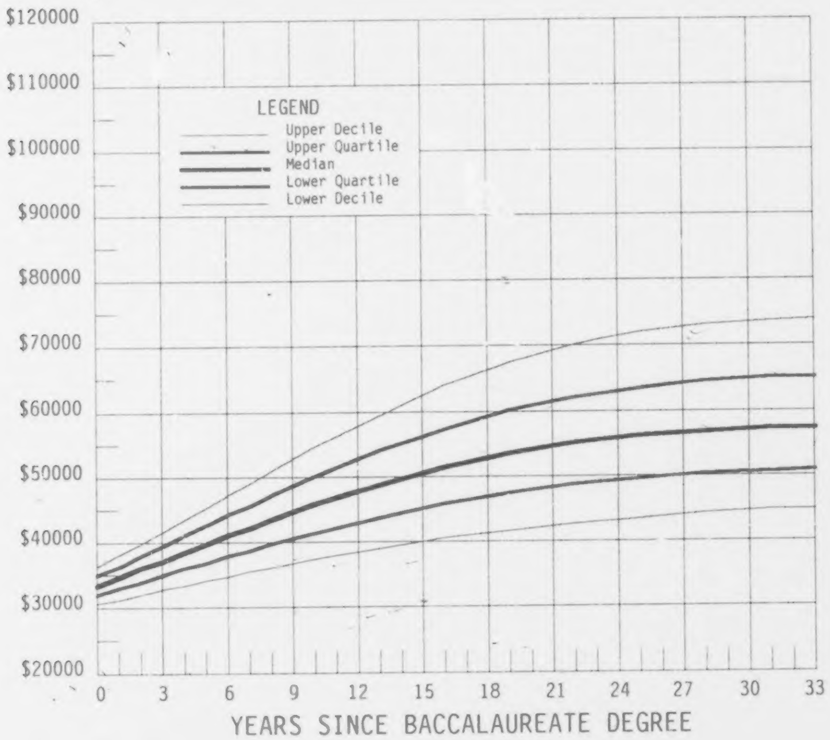
SALARY CURVES FOR ENGINEERS IN TRANSPORTATION EQUIPMENT SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	47850	50850	53900	57050	60250	66700	76100	84450	90950	95400	97800	98600	98400	96500	95850	2.2
Upper Quartile	0	0	0	0	45300	47500	49750	52000	54250	58700	65050	70600	75050	78400	80650	81950	82550	82700	73900	2.2
Median	0	0	0	0	42250	44200	46100	48000	49900	53600	58650	62900	66150	68450	69850	70550	70800	70500	64500	2.2
Lower Quartile	0	0	0	0	39850	41400	42900	44450	45900	48800	52700	56100	58750	60750	62100	62950	63450	63800	54650	2.2
Lower Decile	0	0	0	0	37400	38700	40000	41250	42500	44850	48050	50650	52750	54250	55300	55950	56300	56500	47050	2.2
Mean	0	0	0	0	43100	45100	47150	49150	51200	55100	60550	65150	68700	71200	72700	73450	73700	73300	66350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	49100	50000	55500	56950	61150	67650	72400	83200	96400	96700	97000	97350	97350	97000	95850	
Upper Quartile	0	0	0	0	45900	47350	50500	52800	56050	60000	66050	69050	74200	75750	80350	82750	82400	84250	73900	
Median	0	0	0	0	43000	43600	46400	49350	50650	54150	59550	62000	66050	67300	69000	70450	70050	72150	64500	
Lower Quartile	0	0	0	0	41000	40300	43350	44750	46950	50100	53500	54900	57900	59750	61200	63550	63650	64650	54650	
Lower Decile	0	0	0	0	38450	38550	40400	41400	43900	45400	48750	50000	52100	53650	53850	57050	56550	57050	47050	
Mean	0	0	0	0	43900	44450	47650	50150	51900	56150	61250	63950	68350	70050	71650	73750	73450	74600	66350	
Supporting Data																				
Total Number	22	61	59	46	82	116	159	168	156	663	720	730	746	843	837	789	810	1029	8034	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	3	4	12	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

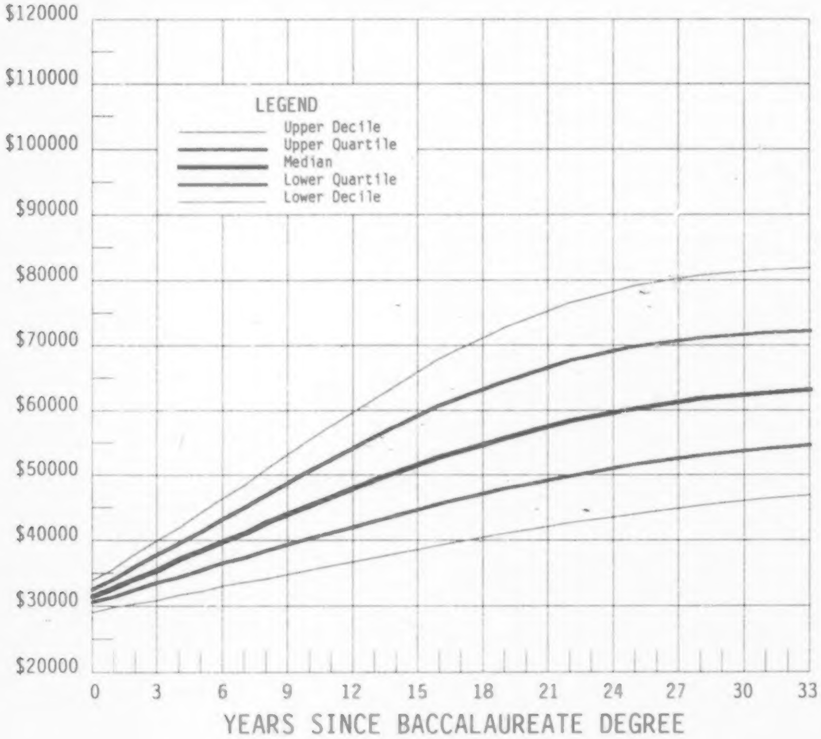
SALARY CURVES FOR ENGINEERS IN TRANSPORTATION EQUIPMENT NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36350	38100	39850	41700	43550	45400	47250	49150	51000	54600	59600	63950	67450	70100	71900	73050	73700	74100	62300	2.2
Upper Quartile	34850	36400	37900	39450	41050	42600	44150	45650	47200	50100	54100	57450	60200	62200	63600	64500	65000	65400	53150	2.2
Median	33350	34650	35950	37200	38500	39750	41000	42250	43450	45750	48850	51450	53550	55100	56200	56900	57350	57750	44450	2.2
Lower Quartile	31950	32950	33950	34950	35950	36900	37900	38800	39700	41450	43800	45800	47400	48700	49650	50350	50800	51400	38200	2.2
Lower Decile	30550	31250	32000	32700	33400	34100	34800	35450	36100	37300	39000	40450	41700	42750	43600	44250	44750	45450	34350	2.2
Mean	33450	34700	36000	37300	38600	39850	41150	42400	43600	45950	49200	52000	54300	56050	57400	58300	58900	59600	46800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36950	38200	40050	40650	43250	45800	47350	49700	50700	55050	59150	63400	66900	70450	72050	73900	72750	74350	62300	
Upper Quartile	35200	36550	37500	39100	40650	42800	44350	46250	47400	50600	53850	56400	59100	62800	63500	64850	64300	66100	53150	
Median	33600	34650	35600	36750	38550	39900	41150	42850	43650	45950	48550	51150	52700	54950	55950	57300	57300	58150	44450	
Lower Quartile	32350	32700	33500	34450	36400	37450	38000	39400	39700	41400	43100	44850	47350	49250	50200	50850	51250	50900	38200	
Lower Decile	30800	30800	31650	32150	33900	34700	34750	36250	36050	37450	38500	39750	40400	42900	43800	45550	46000	44750	34350	
Mean	34050	34800	35850	36700	38500	40150	41200	42850	43550	46150	48750	51500	53900	56500	57850	59150	58600	59300	46800	
Supporting Data																				
Total Number	682	1130	1188	1212	1573	1887	1669	1601	1233	2810	1987	1521	1302	1217	1230	1160	1131	1732	26266	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	1	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	4	

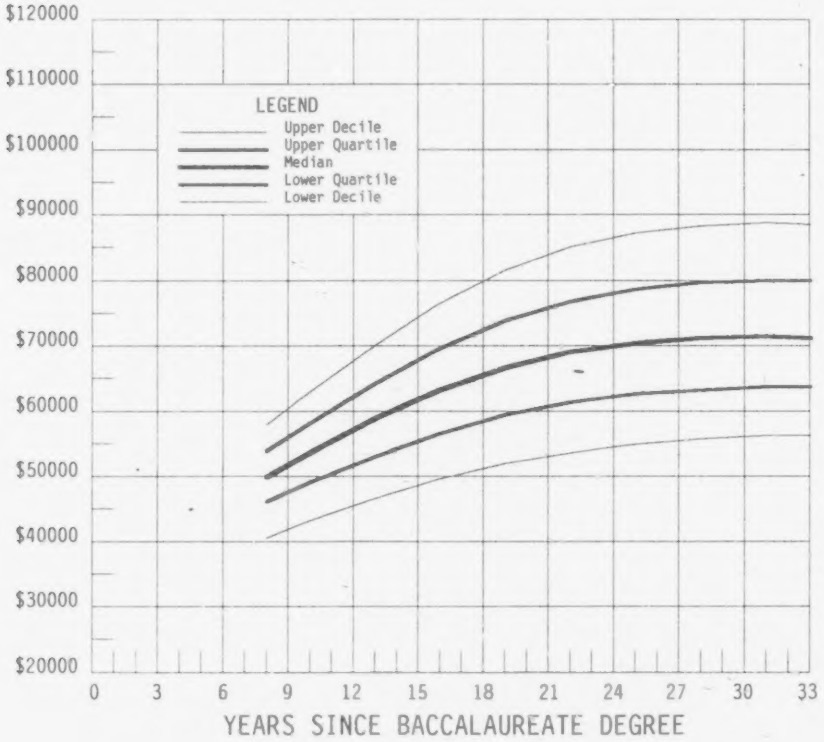
SALARY CURVES FOR ENGINEERS IN AEROSPACE
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: AEROSPACE

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	33900	35850	37800	39900	42000	44200	46400	48650	50900	55450	62000	67900	72850	76600	79200	80850	81700	82150	71300	2.2
Upper Quartile	32550	34250	35950	37750	39550	41400	43250	45100	47000	50700	55950	60700	64600	67650	69800	71250	72050	72750	60000	2.2
Median	31500	32850	34200	35600	37000	38400	39800	41200	42600	45350	49250	52750	55800	58300	60300	61750	62800	64100	46650	2.2
Lower Quartile	30550	31550	32550	33500	34500	35500	36450	37450	38400	40300	43050	45600	47900	49900	51650	53100	54200	55800	38400	2.2
Lower Decile	29200	29800	30450	31050	31700	32300	32950	33550	34200	35450	37350	39200	40950	42600	44100	45350	46450	48050	33700	2.2
Mean	31450	32800	34150	35600	37000	38450	39900	41300	42750	45600	49600	53250	56400	59000	61050	62550	63650	65000	50100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35250	36100	37800	40150	41650	43850	46150	49450	50100	56100	61800	66550	74750	75050	81250	81350	79700	82550	71300	
Upper Quartile	33400	34100	35750	38200	39800	40850	43050	45350	46850	51000	55850	60000	64250	67850	70650	72350	70850	72800	60000	
Median	31750	32450	33650	35600	37550	38650	39500	41550	42950	45550	48350	52100	54150	59200	61650	62950	62300	63800	46650	
Lower Quartile	30400	30700	31800	33050	35400	36200	36450	38100	38300	40650	41900	43750	46900	50500	53350	54300	54300	55300	38400	
Lower Decile	28400	28900	30050	30300	32450	32650	33050	34150	34400	36150	36650	38350	38050	42250	44350	47100	47750	47550	33700	
Mean	32200	32550	33950	35600	37250	38600	39600	41600	42700	45950	49100	52100	55750	59150	62400	63900	63150	64650	50100	
Supporting Data																				
Total Number	111	233	319	434	608	628	586	529	470	1067	728	532	445	491	591	605	742	1291	10410	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	2	2	6	
Less Than $22000	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

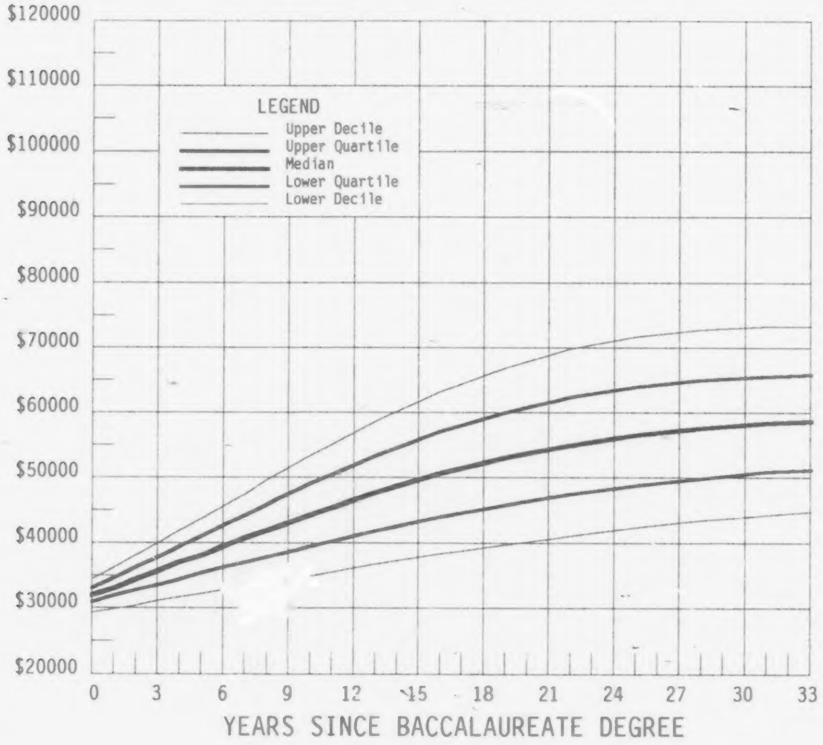
SALARY CURVES FOR ENGINEERS IN AEROSPACE
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: AEROSPACE, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	-0	-0	57900	63000	70250	76550	81500	85100	87300	88400	88750	88250	85300	2.2
Upper Quartile	0	0	0	0	0	0	0	0	53850	58250	64400	69700	73900	76850	78700	79650	80000	79700	75700	2.2
Median	0	0	0	0	0	0	0	0	49900	53700	58850	63250	66650	69000	70450	71200	71400	71100	67250	2.2
Lower Quartile	0	0	0	0	0	0	0	0	46100	49100	53200	56650	59350	61300	62600	63300	63650	63750	58450	2.2
Lower Decile	0	0	0	0	0	0	0	0	40550	43100	46600	49550	51900	53700	54900	55700	56150	56500	50250	2.2
Mean	0	0	0	0	0	0	0	0	49700	53450	58650	63150	66700	69250	70900	71800	72200	72150	67700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	59900	65000	71850	73350	82800	80750	88700	88300	86800	89750	85300	
Upper Quartile	0	0	0	0	0	0	0	0	56200	59450	65350	68000	76450	73200	79350	79300	77750	81400	75700	
Median	0	0	0	0	0	0	0	0	50950	54950	59700	61800	69650	66200	69500	71700	69550	72500	67250	
Lower Quartile	0	0	0	0	0	0	0	0	46850	50100	55300	54500	60750	59300	61550	64350	62150	64850	58450	
Lower Decile	0	0	0	0	0	0	0	0	44050	42700	48500	47000	51100	52750	54950	58350	55600	56250	50250	
Mean	0	0	0	0	0	0	0	0	50900	54650	60200	60500	68700	66750	70600	72500	70600	73250	67700	
Supporting Data																				
Total Number	2	3	0	4	8	7	13	19	31	130	125	120	118	171	228	227	281	460	1947	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	2	2	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

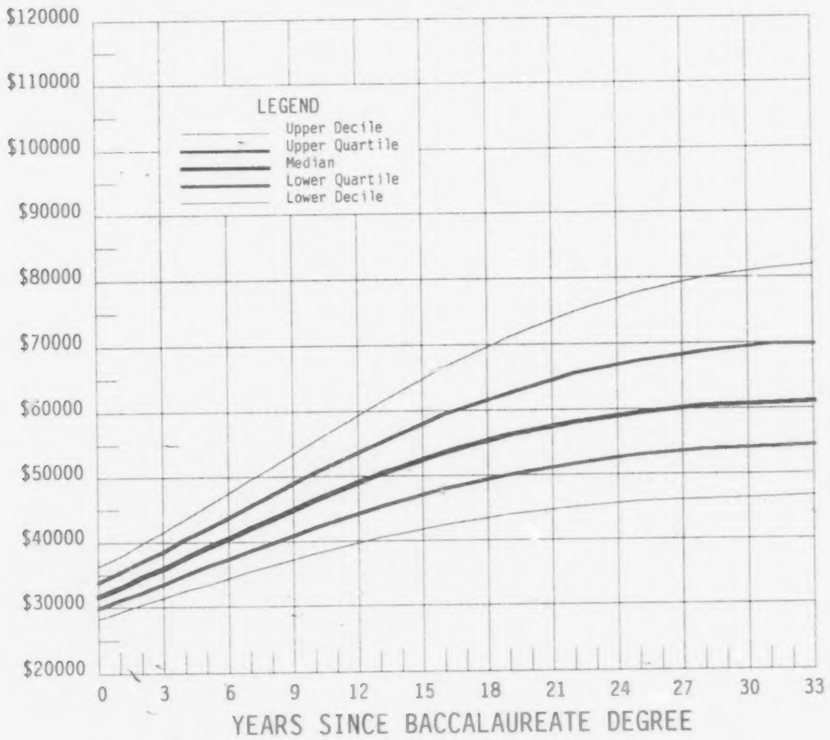
SALARY CURVES FOR ENGINEERS IN AEROSPACE
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: AEROSPACE, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	34450	36200	38050	39900	41800	43700	45650	47600	49550	53350	58650	63300	67050	69800	71700	72800	73350	73600	63300	2.2
Upper Quartile	33200	34700	36300	37850	39450	41050	42650	44250	45850	48950	53250	56950	60000	62350	64000	65050	65700	66250	53550	2.2
Median	31900	33150	34400	35650	36950	38200	39450	40700	41950	44350	47650	50600	53050	55050	56550	57650	58400	59300	43350	2.2
Lower Quartile	31050	31900	32750	33650	34500	35350	36200	37050	37900	39500	41800	43900	45800	47400	48800	49950	50850	52250	37200	2.2
Lower Decile	29400	29950	30500	31100	31650	32200	32800	33350	33950	35050	36700	38300	39800	41200	42400	43500	44350	45650	32950	2.2
Mean	31850	33100	34350	35600	36900	38150	39400	40650	41900	44300	47600	50600	53100	55100	56700	57850	58650	59700	46100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	34950	35950	37800	40050	41450	43700	45850	48600	49300	54050	58000	62450	64600	70300	71450	73800	72700	74150	63300	
Upper Quartile	33300	34050	35750	38150	39750	40800	42850	44950	46350	49300	52700	56000	57250	62850	64650	65450	65200	66800	53550	
Median	31700	32450	33650	35550	37550	38600	39350	41350	42500	44650	46400	49700	51450	55300	57250	58450	58350	59450	43350	
Lower Quartile	30350	30700	31800	33000	35350	36200	36400	38000	38100	40000	40700	42450	43650	46550	49350	50300	51600	52700	37200	
Lower Decile	28350	28950	30050	30300	32450	32650	33000	34000	34150	35700	36100	37650	36250	40300	42150	44900	45750	45800	32950	
Mean	31700	32500	33950	35450	37200	38450	39400	41300	42100	44750	46800	49650	51050	55100	57200	58750	58650	59900	46100	
Supporting Data																				
Total Number	109	230	319	430	600	621	573	510	439	937	603	412	327	320	363	378	461	831	8463	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

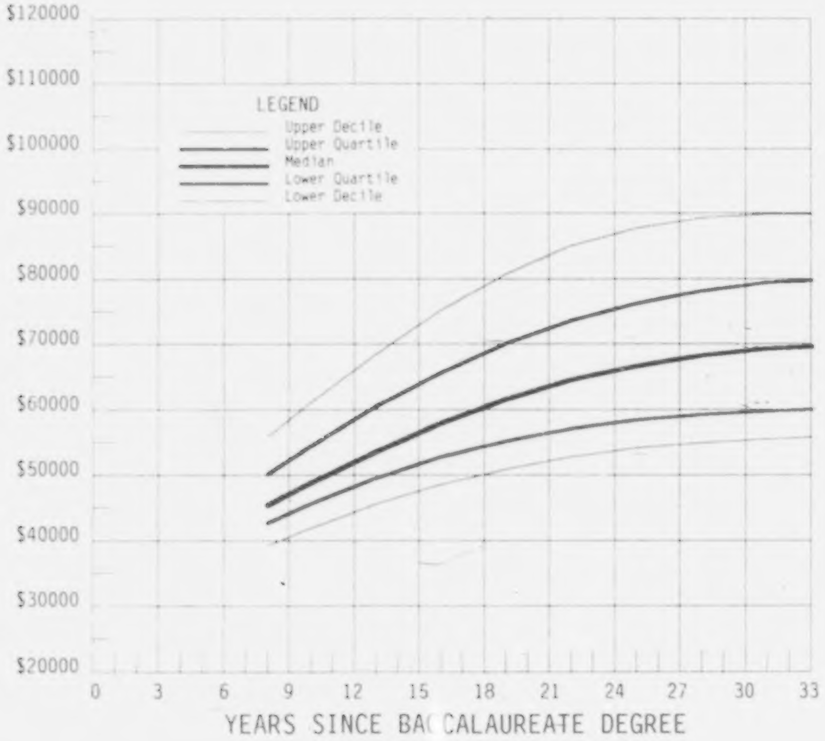
SALARY CURVES FOR ENGINEERS IN OTHER DURABLE GOODS MANUFACTURING
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36150	37950	39800	41700	43600	45550	47550	49550	51550	55550	61350	66650	71250	75000	77850	79950	81350	82900	70200	2.2
Upper Quartile	33900	35500	37100	38750	40450	42150	43850	45550	47200	50550	55200	59350	62800	65550	67500	68900	69750	70600	60150	2.2
Median	31700	33150	34600	36100	37600	39100	40600	42100	43550	46400	50300	53600	56250	58250	59600	60450	60900	61150	51150	2.2
Lower Quartile	29950	31200	32400	33650	34900	36150	37400	38600	39800	42100	45250	47950	50150	51800	53000	53800	54250	54750	42300	2.2
Lower Decile	28350	29400	30400	31450	32450	33450	34450	35400	36350	38100	40450	42350	43900	45000	45750	46250	46500	46700	35600	2.2
Mean	32000	33450	34900	36400	37850	39400	40900	42350	43850	46750	50750	54250	57150	59400	61000	62100	62750	63400	52450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	34000	38400	39100	43650	44200	46700	48450	48300	54250	55900	59650	66300	70250	73000	80450	83200	84000	81350	70200	
Upper Quartile	32950	35700	36150	39500	40400	43000	45250	44600	49300	51500	53600	59300	61050	65500	67600	71300	70900	70150	60150	
Median	31100	33050	33850	36700	37600	39850	41900	40900	45750	47150	48750	53700	54750	58550	59700	62150	62050	60650	51150	
Lower Quartile	29000	31150	32050	34350	35450	36600	37950	37600	41750	42300	44350	47450	49900	52900	51650	54750	56300	54050	42300	
Lower Decile	27150	29550	30600	32500	32750	34450	33650	35200	37900	37750	39650	41050	45150	47350	45350	44400	49750	45650	35600	
Mean	30800	33750	34400	37250	38200	40100	41600	41450	46450	46950	49600	53400	56800	59700	61400	63550	64600	62450	52450	
Supporting Data																				
Total Number	39	57	89	56	76	98	87	87	98	310	310	304	252	228	192	165	165	312	2925	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	

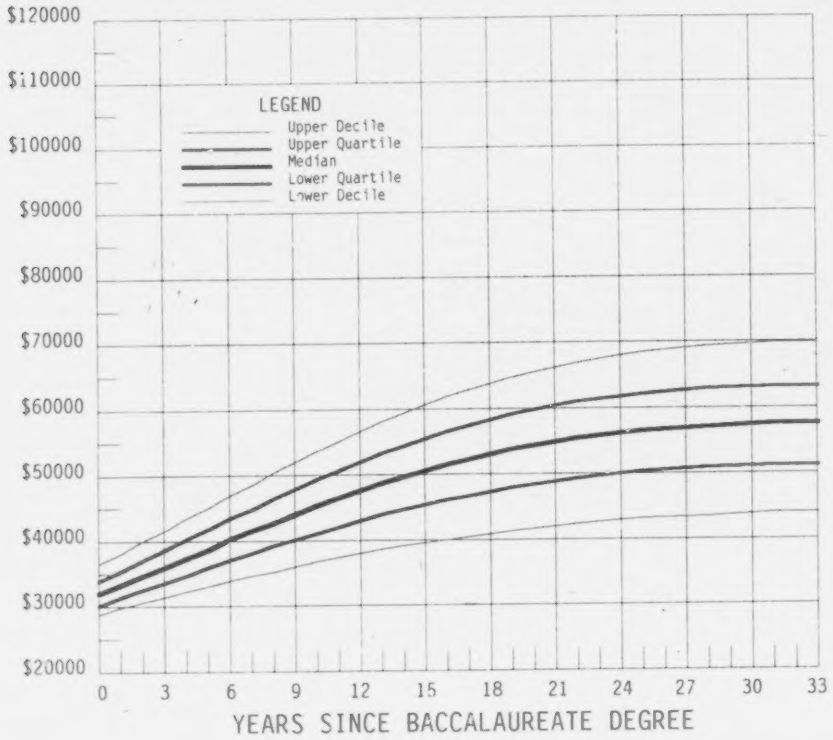
SALARY CURVES FOR ENGINEERS IN OTHER DURABLE GOODS MANUFACTURING SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	55700	60950	68500	75250	80800	84950	87700	89250	89950	89950	83450	2.2
Upper Quartile	0	0	0	0	0	0	0	0	50250	54900	60450	65700	70050	73500	76150	78050	79350	80750	71900	3.0
Median	0	0	0	0	0	0	0	0	45350	48750	53650	58000	61700	64600	66800	68300	69250	70250	60750	2.2
Lower Quartile	0	0	0	0	0	0	0	0	42750	45700	49650	52800	55300	57100	58400	59250	59800	60300	53500	3.4
Lower Decile	0	0	0	0	0	0	0	0	39300	42000	45600	48600	50950	52750	54050	54950	55550	56150	46150	3.2
Mean	0	0	0	0	0	0	0	0	46350	50150	55550	60350	64300	67250	69300	70550	71200	71550	63400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	75250	60000	71450	72950	75950	77600	93300	91800	95100	90850	83450	
Upper Quartile	0	0	0	0	0	0	0	0	51450	56450	58950	67550	68700	68800	79150	81000	79450	81800	71900	
Median	0	0	0	0	0	0	0	0	48450	51050	51950	59850	59050	63000	66900	71100	68800	71300	60750	
Lower Quartile	0	0	0	0	0	0	0	0	43900	47450	46650	54850	54000	56750	58900	62300	58650	60100	53500	
Lower Decile	0	0	0	0	0	0	0	0	39800	44450	42450	50800	49100	53150	54300	57450	55250	55550	46150	
Mean	0	0	0	0	0	0	0	0	51350	51750	54250	61250	62500	64600	70050	72750	70450	73100	63400	
Supporting Data																				
Total Number	0	2	5	7	3	9	7	4	27	58	74	83	108	110	80	69	73	95	812	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

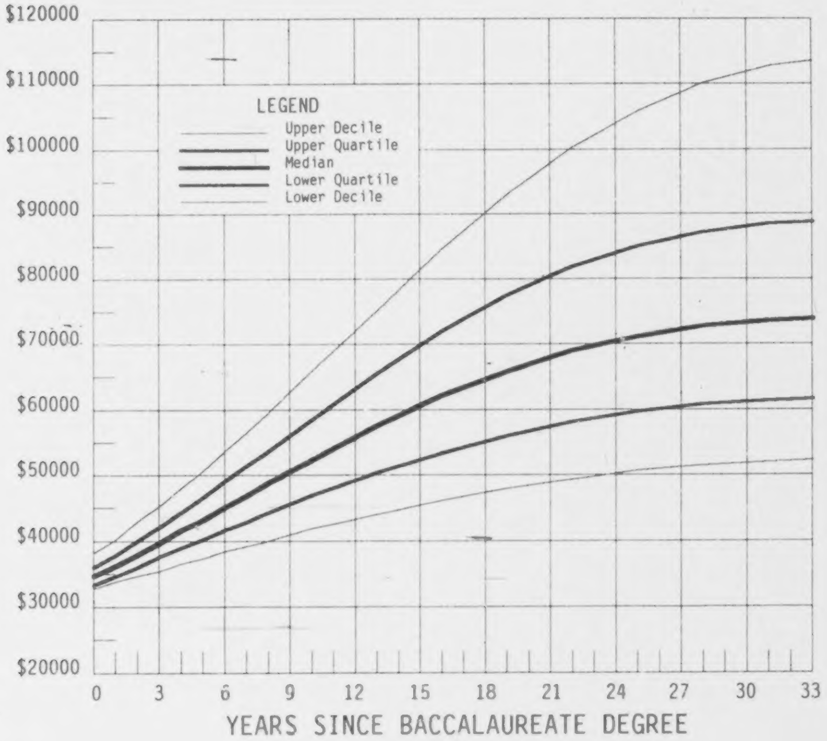
SALARY CURVES FOR ENGINEERS IN OTHER DURABLE GOODS MANUFACTURING NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36550	38250	39950	41650	43400	45150	46900	48600	50300	53600	58050	61850	64850	67050	68500	69350	69800	69950	62750	2.2
Upper Quartile	33950	35500	37050	38600	40200	41750	43350	44900	46400	49300	53300	56600	59200	61050	62250	62950	63250	63300	55400	2.2
Median	31950	33300	34650	36050	37400	38800	40150	41500	42800	45350	48750	51600	53800	55400	56500	57150	57500	57650	47550	2.2
Lower Quartile	30200	31350	32500	33650	34800	35900	37050	38150	39200	41200	43950	46250	48050	49400	50300	50900	51250	51550	39950	2.2
Lower Decile	28900	29750	30600	31450	32250	33050	33800	34600	35300	36700	38550	40100	41400	42350	43100	43600	43950	44400	34100	2.2
Mean	32250	33600	34950	36300	37650	39000	40300	41600	42900	45350	48650	51400	53600	55200	56300	57000	57350	57600	48200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	34000	38600	39300	42300	44050	45350	48300	48300	53150	54350	57750	61300	61300	66200	67200	70000	71550	71150	62750	
Upper Quartile	32950	35250	36350	38850	40350	42700	44700	43950	48350	50400	52300	56050	56550	61450	62200	63600	63850	63900	55400	
Median	31100	32900	34050	36300	37450	39750	41700	40650	44650	45900	47950	51500	52600	54800	54400	57100	60550	58050	47550	
Lower Quartile	29000	31050	31950	34050	35300	36300	38050	37500	41500	41600	43800	45100	47600	49450	48400	50450	54100	51900	39950	
Lower Decile	27150	29450	30550	32300	32650	34350	33250	35100	36050	36650	39000	37500	43700	43050	43050	41250	46650	44350	34100	
Mean	30800	33650	34450	36750	38050	39550	41400	41250	44600	45850	48150	50500	52500	55100	55200	57000	59950	57850	48200	
Supporting Data																				
Total Number	39	55	85	49	73	89	80	83	72	252	236	221	144	118	112	96	92	217	2113	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	

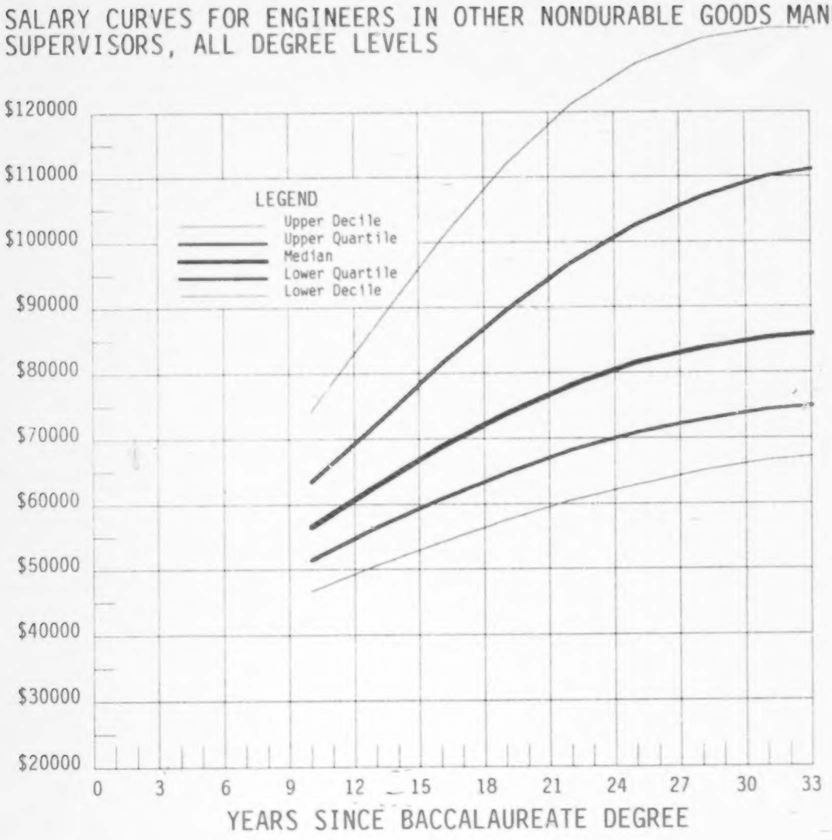
SALARY CURVES FOR ENGINEERS IN OTHER NONDURABLE GOODS MANUFACTURING
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: OTHER NONDURABLE GOODS MANUFACTURING

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38100	40400	42850	45350	48000	50750	53600	56550	59550	65800	75300	84600	93100	100300	105950	110050	112850	115800	82950	2.2
Upper Quartile	35900	37900	40000	42150	44400	46650	48950	51350	53700	58500	65500	71950	77500	81850	85050	87200	88500	89550	66150	2.2
Median	34550	36250	37950	39700	41500	43300	45150	46950	48800	52400	57500	62100	65950	69000	71200	72750	73700	74650	52650	2.2
Lower Quartile	33350	34750	36100	37500	38900	40250	41600	42950	44250	46850	50350	53450	56050	58100	59650	60700	61350	61950	41600	3.6
Lower Decile	32850	33750	34700	35600	36500	37400	38300	39200	40050	41750	44050	46150	47950	49450	50600	51450	52050	52650	36550	3.2
Mean	34800	36500	38300	40100	41950	43850	45800	47750	49700	53550	59200	64350	68850	72500	75350	77350	78750	80350	57300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37500	40600	43450	43150	47800	49300	54550	56650	63400	69050	74500	80450	87000	107500	118550	97150	94350	137850	82950	
Upper Quartile	36350	37700	40050	41450	43150	45800	50100	52150	54800	59900	64550	70850	74850	86100	88050	80150	80700	97650	66150	
Median	35250	36500	37650	38450	40350	42500	45900	47850	50100	53050	57250	63600	65300	64450	75450	69350	69000	81050	52650	
Lower Quartile	34350	35150	36200	35700	38950	39700	41950	42800	44600	46900	50800	54200	57650	54550	63250	60500	60250	61900	41600	
Lower Decile	33250	34200	34800	33200	38100	38200	38100	40050	39850	41150	45700	43450	51600	47050	56050	49950	56000	49800	36550	
Mean	35350	36950	38300	38400	41800	43050	46100	48200	50450	54400	59650	63650	67300	73050	81400	71750	73400	85400	57300	
Supporting Data																				
Total Number	65	61	61	58	41	62	79	70	72	143	129	131	98	96	50	53	60	82	1409	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	6	4	0	2	11	24	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

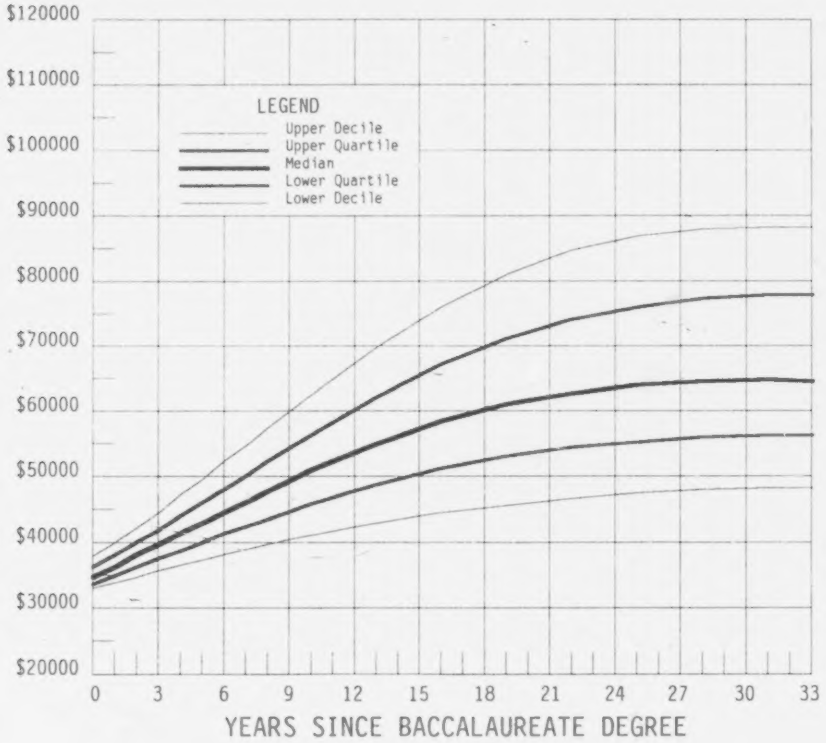
SALARY CURVES FOR ENGINEERS IN OTHER NONDURABLE GOODS MANUFACTURING SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: OTHER NONDURABLE GOODS MANUFACTURING, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	74100	87350	100350	111900	121150	127500	131200	132850	132700	109300	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	63350	72400	81250	89500	96700	102550	107050	110250	114150	85700	2.2
Median	0	0	0	0	0	0	0	0	0	56450	62850	68800	73950	78200	81500	83850	85400	87150	68300	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	51550	56450	60900	64900	68200	70900	72900	74400	76350	56050	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	46750	50600	54250	57550	60450	62950	65000	66600	68950	44500	2.2
Mean	0	0	0	0	0	0	0	0	0	58750	66150	73250	79600	84950	89150	92250	94350	96800	73800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	58050	0	0	79850	96450	92200	95500	140250	142550	113150	112000	162300	109300	
Upper Quartile	0	0	0	0	0	0	54650	0	0	64000	75100	79200	84250	104000	104550	98550	89500	143250	85700	
Median	0	0	0	0	0	0	49200	0	0	56550	63300	67850	72100	85800	80900	75050	75100	99300	68300	
Lower Quartile	0	0	0	0	0	0	47050	0	0	49650	57850	64050	65100	61650	74000	66300	68800	88150	56050	
Lower Decile	0	0	0	0	0	0	41900	0	0	45250	52750	55850	59150	52450	70100	60100	64000	75150	44500	
Mean	0	0	0	0	0	0	49500	0	0	59100	69400	72550	74950	88600	92600	82500	82200	113850	73800	
Supporting Data																				
Total Number	0	4	3	9	10	10	17	9	7	33	41	55	43	39	27	18	25	28	377	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	6	4	0	1	11	23	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

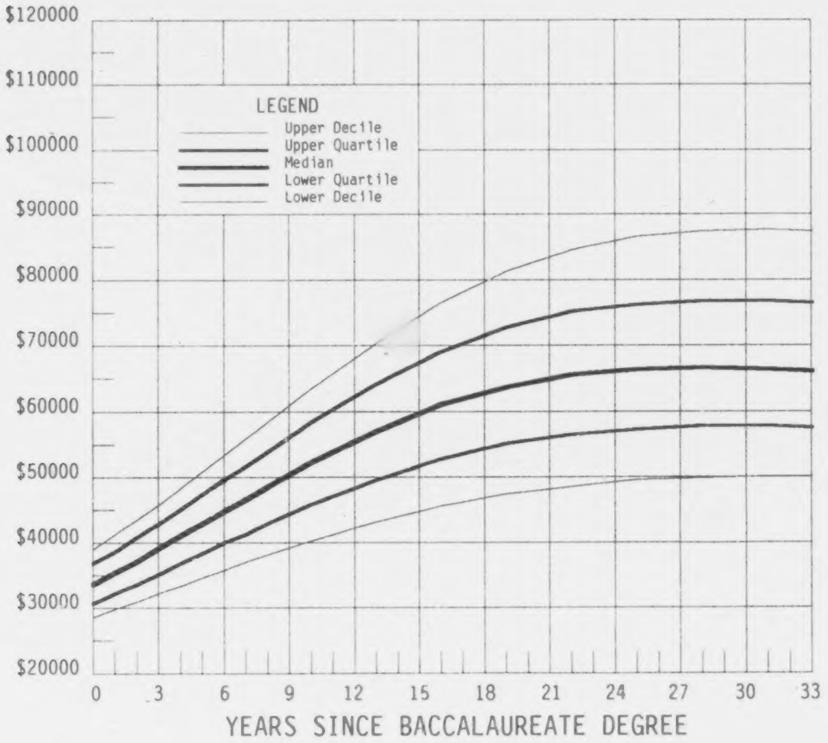
SALARY CURVES FOR ENGINEERS IN OTHER NONDURABLE GOODS MANUFACTURING NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: OTHER NONDURABLE GOODS MANUFACTURING, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37750	39950	42250	44650	47100	49600	52150	54700	57300	62450	69750	76100	81150	84700	86900	88000	88300	87700	70500	2.2
Upper Quartile	36150	38050	40000	41950	44000	46050	48100	50200	52250	56350	62100	67100	71100	74100	76100	77250	77850	78000	59150	2.2
Median	34800	36400	38050	39700	41350	43000	44650	46250	47850	50900	55000	58400	61000	62800	63900	64500	64700	64550	48600	2.2
Lower Quartile	33700	34950	36250	37500	38750	40000	41250	42450	43600	45800	48750	51150	53050	54400	55300	55900	56200	56350	39700	2.2
Lower Decile	33000	33900	34800	35700	36550	37350	38150	38950	39650	41050	42900	44450	45700	46650	47400	47950	48300	48700	35850	3.2
Mean	35050	36650	38300	39950	41600	43300	44950	46600	48250	51400	55700	59450	62400	64600	66100	67000	67500	67850	51250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37500	39000	43450	43300	47050	48250	52650	53700	63300	65800	66900	72700	76250	84950	88600	82200	84900	96950	70500	
Upper Quartile	36350	37500	39800	41900	42650	45300	49200	50500	54050	58500	61100	65200	67700	71450	82250	76250	75000	82800	59150	
Median	35250	36350	37550	38800	40400	42050	44800	47050	50100	52650	54400	57100	59850	58800	64300	65950	64300	67200	48600	
Lower Quartile	34350	35000	36150	36100	39050	39600	41400	42350	44700	46250	48700	50950	52900	52550	56950	55150	58000	56350	39700	
Lower Decile	33250	34150	34700	33600	38300	38350	37350	39750	40350	40600	44700	40000	50150	45700	50600	48950	48450	47650	35850	
Mean	35350	36500	38200	38800	41300	42650	45150	46950	50550	53000	55150	57200	61350	62350	68150	66050	67200	70650	51250	
Supporting Data																				
Total Number	65	57	58	49	31	52	62	61	65	110	88	76	55	57	23	34	35	54	1032	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

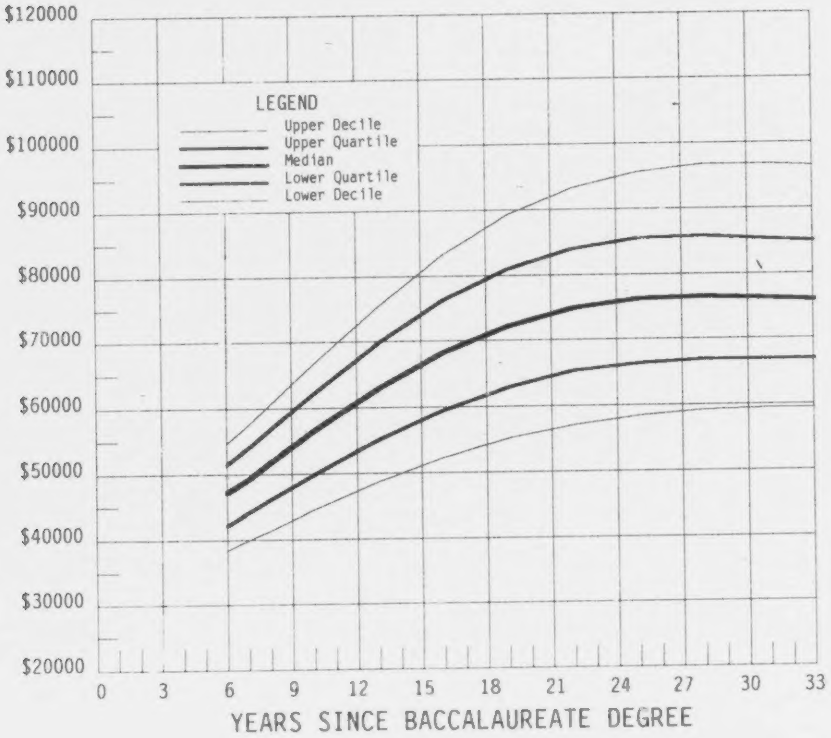
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39050	41300	43600	46000	48400	50900	53400	55950	58500	63500	70500	76550	81300	84600	86550	87500	87700	87100	76350	2.2
Upper Quartile	36750	38800	40850	43000	45200	47400	49600	51800	54000	58300	64150	69050	72700	75100	76400	76900	76850	75950	65300	2.2
Median	33600	35400	37200	39100	41000	42900	44850	46750	48600	52200	57050	60950	63800	65550	66400	66600	66400	65400	55400	2.2
Lower Quartile	30650	32150	33650	35250	36800	38350	39900	41450	42950	45850	49700	52850	55150	56650	57450	57750	57750	57200	45150	2.2
Lower Decile	28550	29750	30950	32150	33400	34600	35800	36950	38100	40250	43150	45550	47400	48650	49500	49950	50150	50150	37350	2.2
Mean	33950	35700	37500	39350	41200	43050	44900	46800	48600	52200	57100	61150	64300	66450	67750	68350	68500	68100	56550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37400	40100	43850	46700	49500	52350	55550	57050	60050	64500	69800	73950	78250	82600	85350	89000	89200	90500	76350	
Upper Quartile	34950	36350	41200	43300	46550	48800	51550	53050	56050	59450	63500	66350	69300	73400	76150	77950	77950	79000	65300	
Median	32950	33750	36700	38850	41600	43750	45900	47800	50200	53450	57200	59050	61350	63750	65400	66700	67200	68250	55400	
Lower Quartile	30550	31250	33450	34650	37100	38850	40100	41700	43950	46700	50150	51650	53650	55550	56800	58450	58100	58550	45150	
Lower Decile	28550	29250	30750	31550	33250	34750	35850	37150	38900	41250	43450	44850	45900	47300	49250	50950	50800	50950	37350	
Mean	33350	34350	37450	39250	41800	43850	45850	47450	49950	53200	57000	59500	62050	64950	67150	69200	69400	70200	56550	
Supporting Data																				
Total Number	898	1233	1639	1706	1999	2206	2267	2172	2452	7172	6095	5501	4928	4205	3633	3079	2550	4258	57994	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	1	4	5	10	13	23	15	35	107	
Less Than $22000	0	0	3	1	2	2	0	4	1	2	0	0	4	2	1	1	0	0	22	

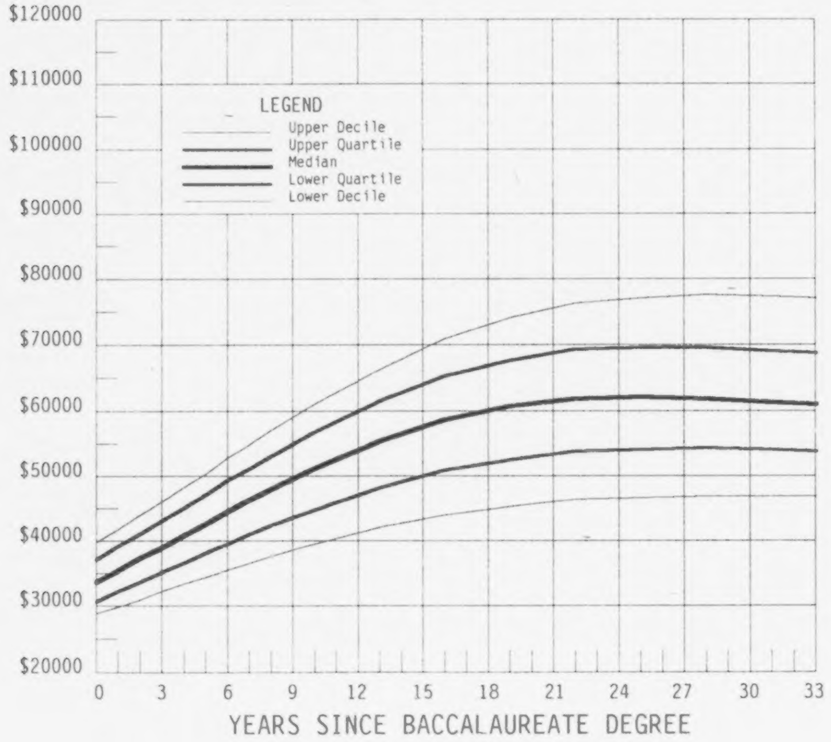
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	54550	57550	60600	66650	75450	83200	89250	93450	95850	96800	96850	95450	88550	2.2
Upper Quartile	0	0	0	0	0	0	51400	54100	56850	62250	69850	76250	81000	84050	85500	85800	85400	83600	78650	2.2
Median	0	0	0	0	0	0	47100	49450	51800	56450	62900	68300	72350	74900	76200	76500	76250	74900	69100	2.2
Lower Quartile	0	0	0	0	0	0	42250	44200	46150	49900	55200	59600	62950	65250	66500	67000	67050	66350	59300	2.2
Lower Decile	0	0	0	0	0	0	38350	39900	41450	44500	48750	52300	55150	57150	58400	59100	59400	59300	50700	2.2
Mean	0	0	0	0	0	0	47050	49350	51650	56250	62700	68250	72550	75550	77250	78000	78100	77300	70000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	61350	62100	66850	71350	75800	80900	84800	88650	93450	97700	99750	100900	88550	
Upper Quartile	0	0	0	0	0	0	54700	55850	62200	66600	70750	73850	77350	81100	83700	85400	86500	88300	78650	
Median	0	0	0	0	0	0	47350	51350	55650	58900	64000	67000	69200	73350	75300	76650	76800	77600	69100	
Lower Quartile	0	0	0	0	0	0	42500	45300	48400	51300	55750	58400	61150	65200	65800	67250	67950	67350	59300	
Lower Decile	0	0	0	0	0	0	38650	41500	42950	45400	49550	51100	53900	57100	57750	59350	60050	60100	50700	
Mean	0	0	0	0	0	0	48700	51450	55250	58950	63350	66550	69850	74000	76000	78400	79150	79950	70000	
Supporting Data																				
Total Number	4	14	24	47	54	122	154	206	297	1343	1547	1781	1806	1640	1448	1219	945	1562	14213	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	1	4	5	10	12	21	14	35	103	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

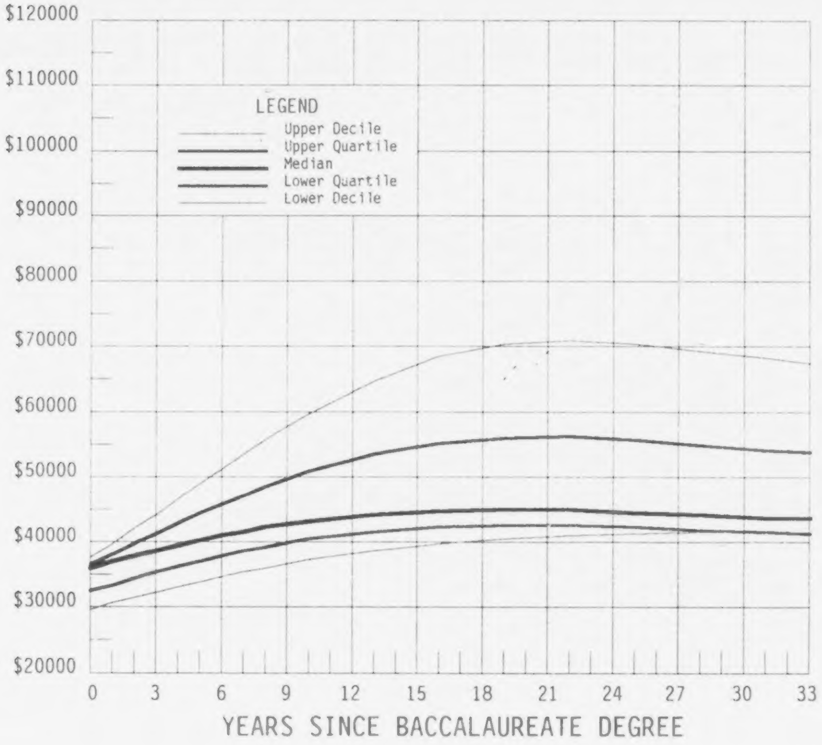
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39850	41950	44050	46200	48350	50500	52700	54850	56950	61000	66450	70900	74100	76150	77200	77500	77400	76450	67550	2.2
Upper Quartile	37200	39150	41150	43150	45200	47250	49250	51250	53200	56850	61700	65400	67850	69250	69700	69550	69050	67650	60350	2.2
Median	33700	35450	37250	39050	40900	42700	44550	46300	48050	51300	55550	58700	60800	61850	62150	61900	61400	60000	51800	2.2
Lower Quartile	30800	32250	33700	35200	36650	38100	39550	40950	42350	44900	48250	50850	52650	53750	54250	54300	54100	53400	42700	2.2
Lower Decile	28700	29850	31000	32150	33300	34450	35550	36600	37600	39550	42050	44000	45400	46300	46800	47000	47000	46750	35750	2.2
Mean	34250	35900	37600	39300	41050	42750	44450	46100	47750	50850	54900	58100	60350	61700	62350	62500	62300	61500	52150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37200	40000	43750	46550	49350	52100	55250	56400	59200	62400	65750	67200	69750	72550	76350	78850	79700	81200	67550	
Upper Quartile	34950	36300	41150	43250	46450	48650	51400	52700	55300	58200	61300	62350	63950	65850	67850	69600	70800	72800	60350	
Median	32900	33750	36700	38800	41400	43650	45750	47400	49600	52500	55550	56500	57950	59650	60700	61950	62300	63450	51800	
Lower Quartile	30550	31250	33450	34650	37000	38800	39850	41300	43400	45750	48600	49600	50750	51650	53500	55500	54750	55150	42700	
Lower Decile	28550	29250	30800	31550	33200	34750	35700	36850	38600	40550	42500	43350	43450	43750	46050	47900	48000	48450	35750	
Mean	33250	34300	37350	39100	41650	43650	45650	47000	49250	51850	54850	56150	57550	59150	61250	63150	63650	64550	52150	
Supporting Data																				
Total Number	894	1219	1615	1659	1945	2084	2113	1966	2155	5829	4548	3720	3123	2565	2185	1860	1605	2695	43781	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	4	
Less Than $22000	0	0	3	1	2	2	0	4	1	2	0	0	4	2	1	1	0	0	22	

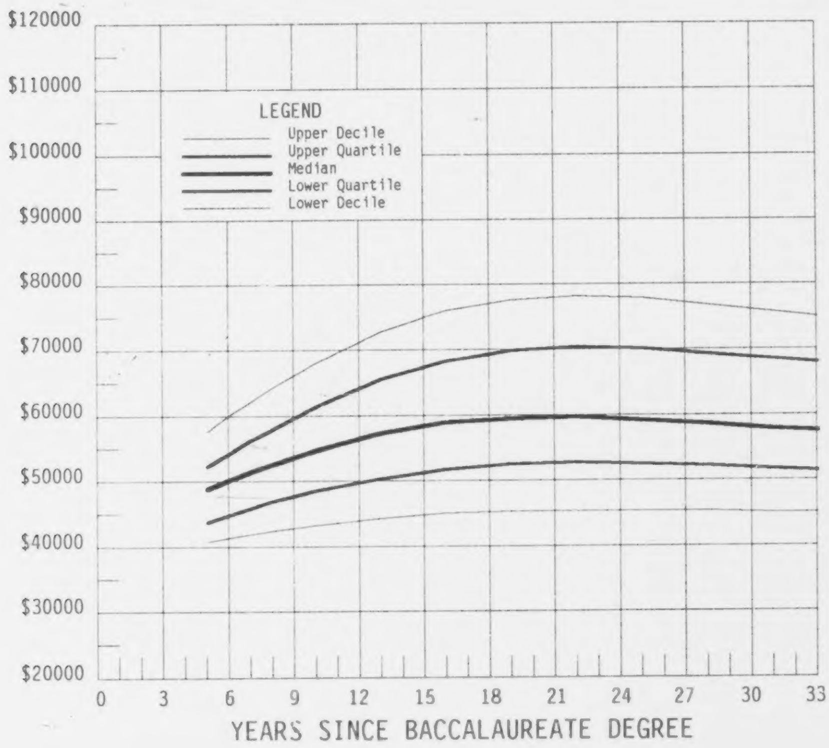
SALARY CURVES FOR ENGINEERS IN COMMUNICATION SERVICES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37650	39800	42050	44350	46650	49000	51250	53500	55700	59800	64900	68450	70400	70900	70450	69400	68150	65500	63450	2.2
Upper Quartile	36650	38250	39850	41450	43000	44500	45950	47300	48600	50900	53600	55300	56050	56150	55700	55050	54250	52700	51600	2.2
Median	36000	36950	37900	38750	39550	40350	41050	41700	42300	43300	44300	44900	45050	44950	44650	44250	43850	43050	43050	2.2
Lower Quartile	32450	33450	34400	35350	36250	37100	37900	38600	39300	40450	41700	42450	42700	42650	42400	42000	41600	41600	41050	2.2
Lower Decile	29650	30550	31400	32250	33100	33850	34600	35350	36000	37250	38750	39850	40650	41150	41400	41550	41550	40700	35800	2.2
Mean	34600	35950	37300	38600	39850	41100	42250	43350	44400	46250	48400	49750	50500	50650	50450	50000	49500	48400	46750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	41450	37900	42850	42550	43750	49500	51450	56400	60600	61150	66050	67400	67500	68950	67350	70350	70650	74900	63450	
Upper Quartile	35550	36100	40900	40400	41350	43450	44900	48150	51800	53650	56850	53550	53900	52000	52200	58300	57900	62900	51600	
Median	34600	34750	37050	37850	38600	41500	41700	42100	43450	45050	46300	43500	43350	43150	43450	43800	44350	51450	43050	
Lower Quartile	33050	33350	34100	35250	35450	35450	38150	38900	40550	41800	41900	41950	41850	41850	42050	42250	42400	42800	41050	
Lower Decile	31050	32350	30100	32750	32700	32900	35050	34800	36600	36900	38550	41000	40450	41050	41250	41350	41450	41400	35800	
Mean	34800	35000	36800	37750	38650	41050	42400	43950	46250	47900	49650	49000	48800	48550	49000	50750	51300	54400	46750	
Supporting Data																				
Total Number	41	65	82	104	96	116	125	107	140	402	347	355	371	285	200	100	84	86	3107	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

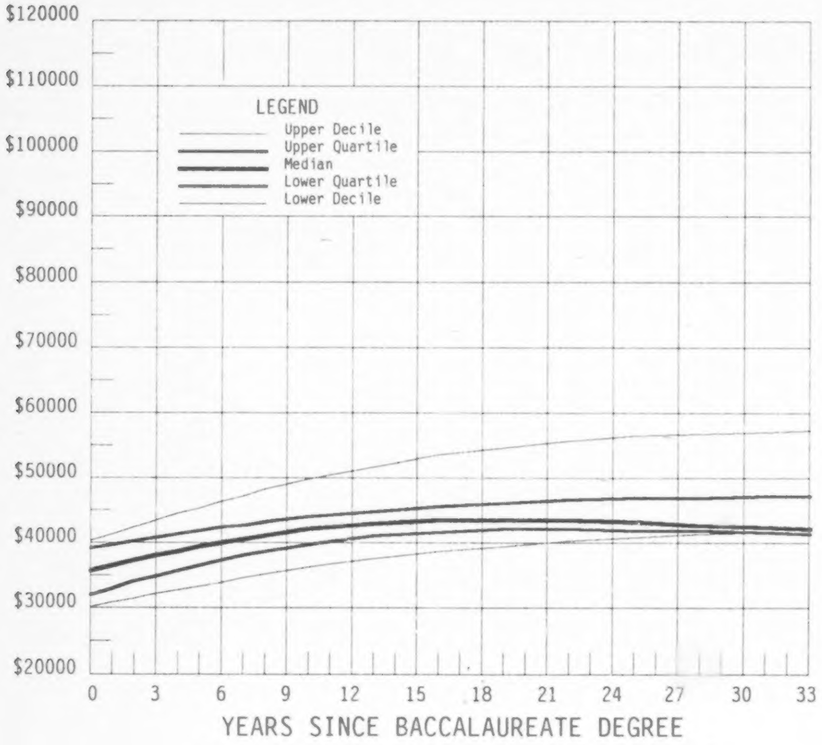
SALARY CURVES FOR ENGINEERS IN COMMUNICATION SERVICES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	57600	59900	62100	64250	68100	72850	76000	77700	78150	77750	76800	75650	73250	73650	2.2
Upper Quartile	0	0	0	0	0	52200	54200	56150	58000	61400	65550	68400	69950	70450	70200	69450	68500	66500	65700	2.2
Median	0	0	0	0	0	48700	50050	51400	52600	54800	57300	58850	59600	59650	59300	58700	58000	56600	56700	2.2
Lower Quartile	0	0	0	0	0	43800	44850	45900	46850	48550	50500	51800	52500	52700	52550	52200	51800	50850	50500	2.2
Lower Decile	0	0	0	0	0	40700	41300	41850	42400	43250	44300	44950	45300	45450	45450	45350	45150	44800	43300	2.2
Mean	0	0	0	0	0	48700	50150	51550	52850	55250	58050	59950	60950	61300	61150	60700	60100	58850	57900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	59700	58400	63050	65950	69600	71350	76800	75650	77950	76200	76000	80800	76000	73650	
Upper Quartile	0	0	0	0	0	57550	53000	58350	62000	60850	65500	68800	67900	71250	66500	71150	69750	73000	65700	
Median	0	0	0	0	0	52100	48000	53300	55700	54900	58750	56850	58600	60500	54350	63150	58450	63300	56700	
Lower Quartile	0	0	0	0	0	44350	43000	43550	50000	50150	51700	50100	50800	51900	50450	54950	52850	56600	50500	
Lower Decile	0	0	0	0	0	41350	40400	40000	43350	45000	46900	42250	43200	45900	44500	44000	45450	54000	43300	
Mean	0	0	0	0	0	51750	48200	52250	55450	56100	58800	58500	59300	61600	58150	62750	61250	65350	57900	
Supporting Data																				
Total Number	0	0	1	5	7	17	19	25	37	136	125	112	113	64	51	27	23	20	781	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

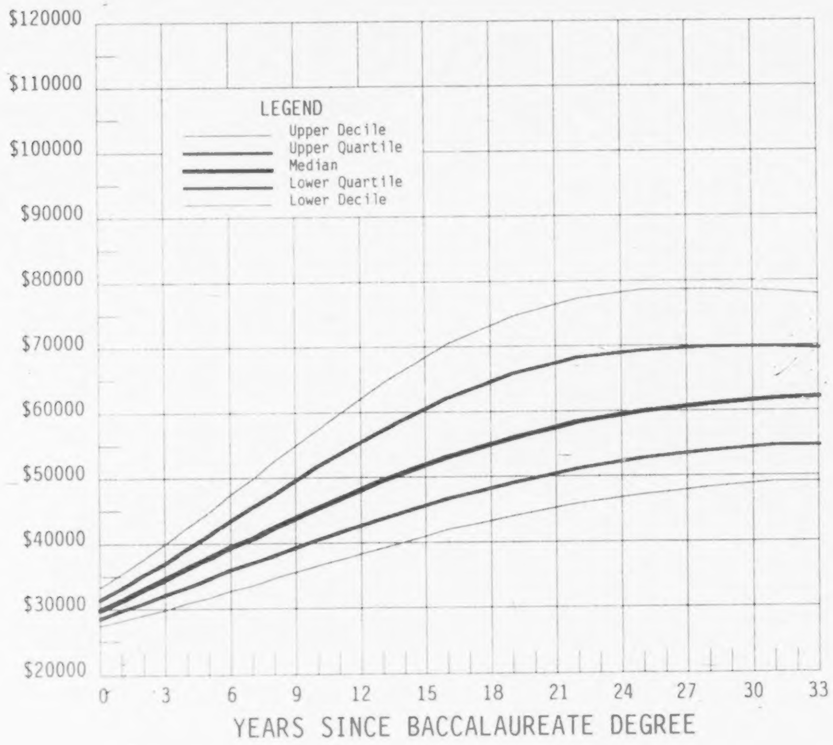
SALARY CURVES FOR ENGINEERS IN COMMUNICATION SERVICES NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40350	41400	42450	43450	44450	45450	46350	47250	48150	49750	51800	53500	54800	55800	56450	56900	57200	57450	51600	2.2
Upper Quartile	39150	39750	40300	40850	41350	41850	42300	42750	43150	43900	44850	45600	46150	46550	46850	47000	47100	47250	43750	2.2
Median	35650	36500	37300	38100	38800	39500	40100	40650	41200	42050	42900	43400	43500	43400	43100	42750	42350	41950	42200	2.2
Lower Quartile	32100	33100	34050	34950	35850	36650	37400	38100	38750	39800	41000	41700	42050	42100	41950	41750	41550	41650	39300	2.2
Lower Decile	30150	30850	31500	32200	32800	33450	34000	34600	35150	36150	37500	38650	39550	40250	40850	41250	41500	41050	34850	2.2
Mean	35350	36250	37050	37900	38650	39400	40150	40800	41450	42550	43950	45000	45700	46150	46350	46450	46400	46250	43050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	41450	37900	42750	42600	42750	43850	49150	49200	51050	53000	54150	52200	50500	52600	54900	58600	61450	70100	51600	
Upper Quartile	35550	36100	40750	40450	40600	42800	43550	43600	45450	46400	47150	43950	43750	43700	43850	50400	50150	58050	43750	
Median	34600	34750	37000	38000	38200	41050	41150	41150	42300	42800	42800	42750	42600	42600	42850	43100	43250	44100	42200	
Lower Quartile	33050	33350	34050	35050	35050	34950	37650	38200	39450	40950	41050	41600	41450	41550	41800	41900	42000	42250	39300	
Lower Decile	31050	32350	30050	32700	32600	32700	34750	34200	35200	35750	37150	40100	39250	40100	41150	41150	41300	41200	34850	
Mean	34800	35000	36700	37750	37850	39250	41350	41450	42900	43700	44550	44600	44200	44750	45850	46400	47500	51100	43050	
Supporting Data																				
Total Number	41	65	82	99	89	99	106	83	103	266	223	243	258	221	149	74	61	66	2326	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

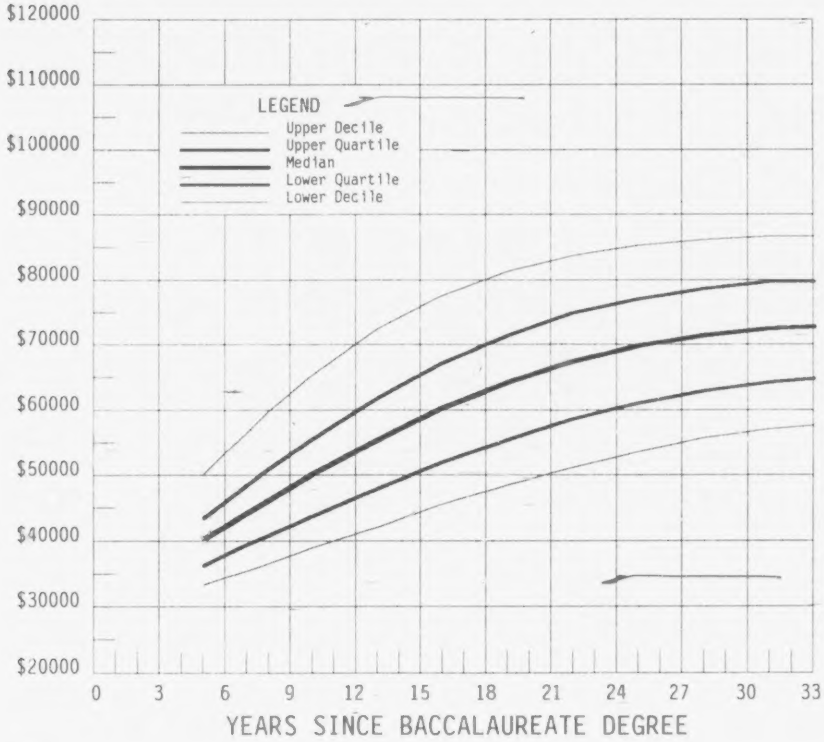
SALARY CURVES FOR ENGINEERS IN CONSTRUCTION
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: CONSTRUCTION

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	33350	35450	37700	40000	42400	44850	47350	49900	52450	57450	64550	70450	74800	77450	78650	78800	78300	76400	71200	2.2
Upper Quartile	31500	33350	35250	37200	39250	41300	43400	45500	47600	51700	57450	62250	65850	68200	69450	69850	69750	68750	61200	2.2
Median	29850	31400	33000	34550	36150	37750	39350	40900	42400	45400	49500	53050	56000	58300	60000	61200	61950	62600	50750	3.6
Lower Quartile	28650	29850	31050	32250	33450	34700	35900	37100	38250	40550	43800	46700	49150	51150	52700	53800	54550	55250	39900	3.4
Lower Decile	27350	28200	29100	29950	30900	31800	32750	33700	34650	36500	39250	41800	44050	45900	47300	48300	48950	49550	32800	3.6
Mean	30050	31700	33350	35050	36700	38400	40050	41750	43350	46500	50800	54500	57550	59900	61600	62750	63400	63950	51650	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	33600	36300	37250	40050	40950	43650	47350	52250	51950	57350	62950	71950	77450	76100	80750	76950	73700	77550	71200	
Upper Quartile	32100	33400	35250	36900	38650	41200	43250	46350	46300	51600	56700	63100	67100	69200	69400	68450	66950	69400	61200	
Median	30700	31550	33150	34050	35150	36900	39000	40250	41850	45450	50250	54000	57000	59150	59100	61300	59600	61600	50750	
Lower Quartile	29200	30250	31100	32150	32650	33700	35100	36150	38300	40550	44550	47700	49600	51250	52250	54750	53450	54050	39900	
Lower Decile	28150	28400	29300	29550	30050	31000	32050	32950	35050	36600	39400	42500	44700	46950	47550	49550	49500	46550	32800	
Mean	30800	31900	33250	34550	36200	37350	39850	41800	42750	46350	50850	55950	59300	60800	61850	62350	60600	62150	51650	
Supporting Data																				
Total Number	104	150	141	119	113	126	133	107	122	428	375	432	387	357	300	246	187	398	4225	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

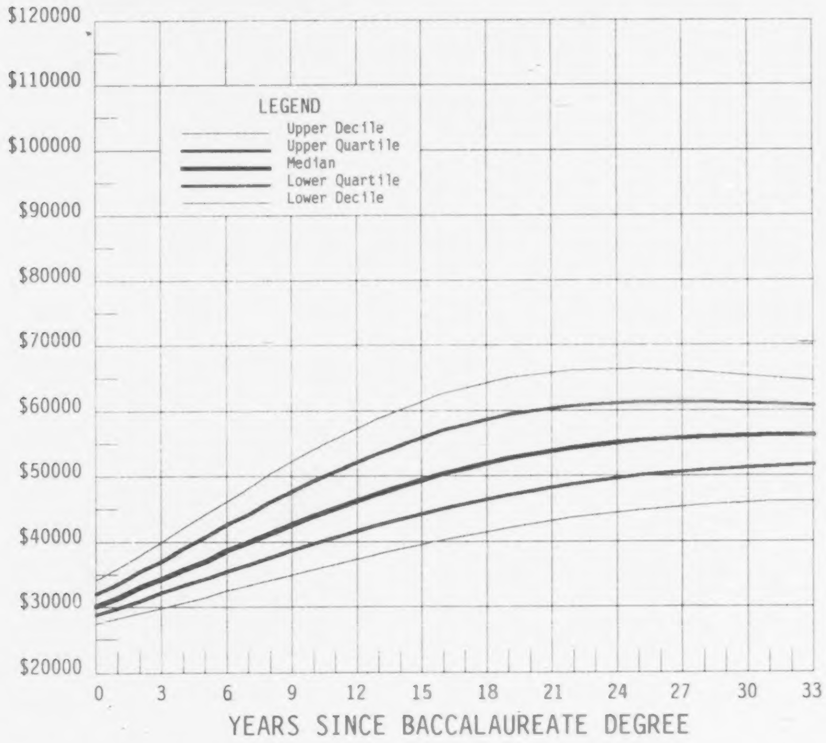
SALARY CURVES FOR ENGINEERS IN CONSTRUCTION SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: CONSTRUCTION, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	50100	53450	56650	59750	65400	72500	77700	81350	83750	85250	86100	86550	86850	82000	4.4
Upper Quartile	0	0	0	0	0	43550	46000	48450	50850	55500	61900	67300	71600	74900	77200	78750	79650	80400	73150	3.8
Median	0	0	0	0	0	40150	42150	44200	46200	50100	55600	60350	64350	67500	69850	71450	72450	73350	64700	3.6
Lower Quartile	0	0	0	0	0	36350	37850	39350	40800	43750	48050	52000	55550	58600	61050	62950	64350	65900	51600	3.0
Lower Decile	0	0	0	0	0	33300	34400	35500	36650	38900	42250	45500	48550	51300	53700	55650	57100	59000	43250	2.8
Mean	0	0	0	0	0	40800	42900	44950	47000	50950	56400	61050	64800	67700	69850	71250	72150	72950	63450	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	47600	65600	52400	58200	64950	68250	80800	86900	84050	90400	82400	78550	84650	82000	
Upper Quartile	0	0	0	0	0	43250	44000	47000	50750	52800	60900	72200	76100	75150	80100	76050	73900	76700	73150	
Median	0	0	0	0	0	40400	41600	43550	45050	47700	54000	64650	67550	69350	71250	68600	69050	69950	64700	
Lower Quartile	0	0	0	0	0	38000	38000	41000	40550	43050	46200	51600	57750	60700	61900	61050	64100	64300	51600	
Lower Decile	0	0	0	0	0	33200	31600	34800	37800	39800	40500	45850	48300	52300	54700	56050	57650	57400	43250	
Mean	0	0	0	0	0	40250	43400	45250	46300	49500	54550	63300	67750	68950	71700	68900	68800	70800	63450	
Supporting Data																				
Total Number	0	4	3	7	4	16	16	24	29	126	116	169	171	171	127	111	69	169	1332	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

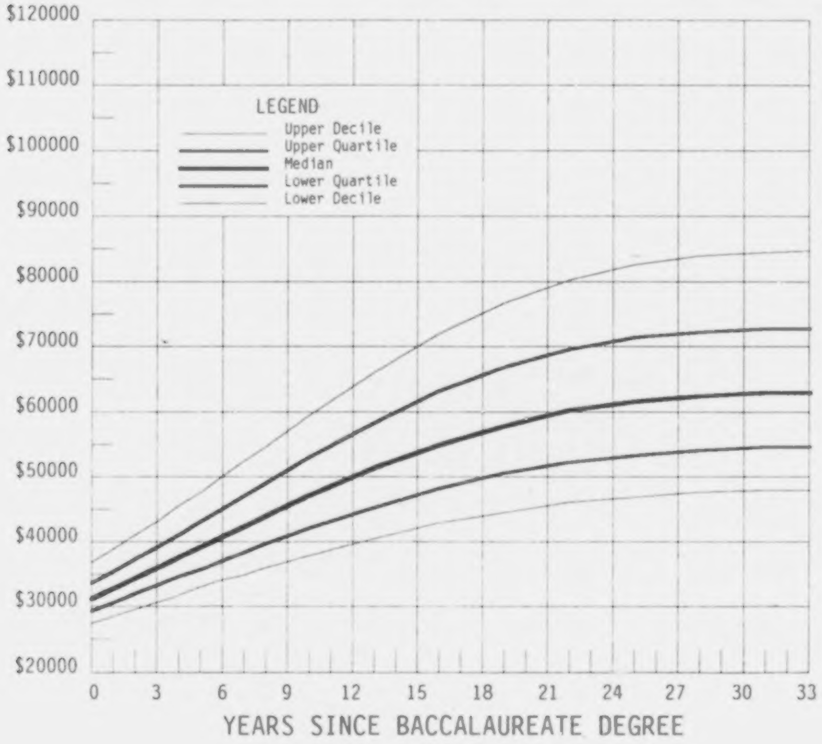
SALARY CURVES FOR ENGINEERS IN CONSTRUCTION
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: CONSTRUCTION, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	34100	36000	38000	40050	42100	44200	46250	48300	50300	54150	59050	62800	65100	66250	66350	65900	65100	63150	61200	2.2
Upper Quartile	32000	33700	35400	37200	38950	40750	42550	44300	46050	49300	53700	57100	59450	60850	61400	61350	61050	59900	54800	2.2
Median	30150	31550	32950	34350	35750	37200	38600	40000	41350	43950	47550	50500	52800	54450	55500	56050	56300	56300	46350	2.2
Lower Quartile	28800	29950	31050	32150	33300	34400	35500	36550	37650	39700	42600	45100	47200	48900	50150	51050	51600	52100	36550	3.6
Lower Decile	27550	28350	29150	29950	30800	31600	32450	33300	34150	35800	38150	40300	42150	43700	44850	45650	46150	46600	31650	3.6
Mean	30450	31900	33350	34800	36300	37750	39200	40600	42000	44700	48250	51100	53250	54650	55450	55750	55800	55450	46250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33600	36350	37300	40200	40750	43350	47150	52200	50900	55450	61050	61150	63250	63700	63950	65500	63850	66650	61200	
Upper Quartile	32100	33400	35300	36900	38400	40700	43000	45250	45350	50950	54450	56450	58050	59000	59400	62100	60500	61950	54800	
Median	30700	31550	33200	34200	35050	36250	38600	39200	40950	44300	48600	51350	52300	52900	54550	57450	56150	56500	46350	
Lower Quartile	29200	30250	31150	32250	32550	33450	34950	35450	37700	39450	44150	46100	47750	48450	50000	51900	51450	50200	36550	
Lower Decile	28150	28400	29500	29750	29950	30900	32150	32650	34500	35450	38950	41200	42700	43850	45550	47550	46900	43350	31650	
Mean	30800	31950	33300	34650	35900	36950	39350	40800	41650	45050	49200	51250	52650	53300	54650	57000	55800	55750	46250	
Supporting Data																				
Total Number	104	146	138	112	109	110	117	83	93	302	259	263	216	186	173	135	118	229	2893	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

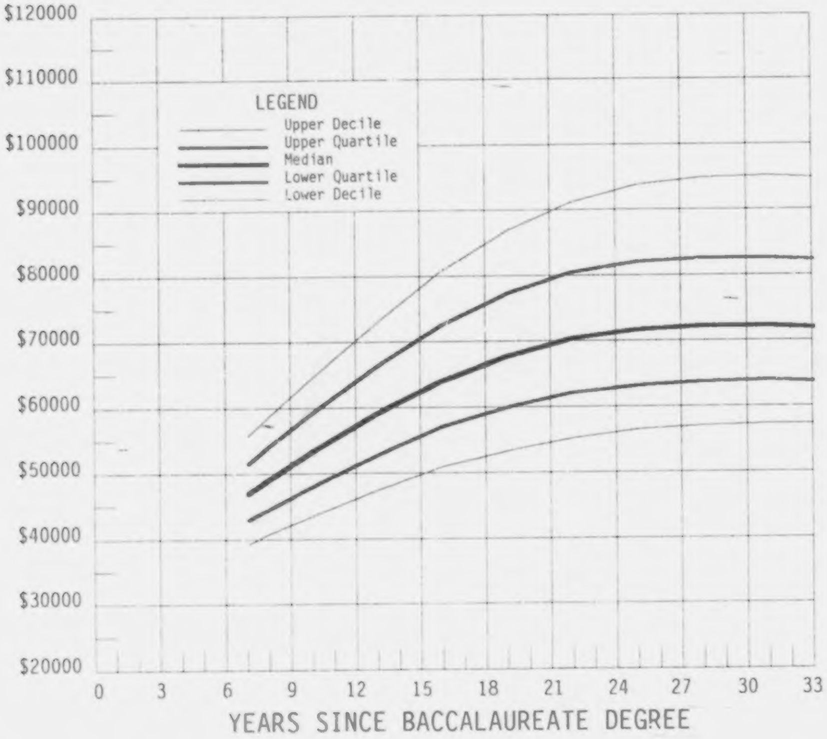
SALARY CURVES FOR ENGINEERS IN CONSULTING & ENGINEERING SERVICES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36900	38950	41050	43250	45500	47800	50100	52450	54800	59500	66150	72000	76800	80300	82650	84050	84650	84750	73550	2.2
Upper Quartile	33700	35500	37350	39250	41200	43150	45150	47100	49100	53000	58450	63200	66950	69650	71400	72400	72800	72750	62400	2.2
Median	31300	32850	34400	35950	37550	39200	40800	42400	44000	47100	51400	55050	58000	60150	61550	62400	62850	63000	51300	2.2
Lower Quartile	29400	30650	31950	33250	34550	35850	37150	38450	39700	42100	45450	48250	50550	52200	53400	54150	54550	54850	41000	2.2
Lower Decile	27550	28650	29700	30800	31850	32950	34000	35050	36050	38000	40650	42900	44650	46050	47000	47650	48000	48400	34550	2.2
Mean	32000	33550	35150	36750	38400	40000	41650	43300	44950	48150	52600	56450	59600	62000	63650	64700	65300	65700	53200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37200	39300	41850	43650	45100	47500	49800	52250	54050	59700	65650	71900	77600	81300	82700	83600	83950	84650	73550	
Upper Quartile	33950	35700	37500	39250	40750	43050	44750	47550	48850	53100	58350	62850	67300	71100	70800	71900	72600	72700	62400	
Median	32000	32850	34500	35800	37750	39350	40250	42350	43400	47050	51350	54850	58450	61350	61000	62700	62700	62550	51300	
Lower Quartile	29650	30650	32300	33250	34600	35950	36650	38300	39450	41900	45350	48250	50950	52650	53250	55150	54550	54100	41000	
Lower Decile	28100	28600	30050	30350	32100	33150	33450	34650	36250	38050	40450	42600	44900	46550	47250	48150	48200	47700	34550	
Mean	32750	33600	35500	36900	38400	40000	41150	43050	44500	48100	52350	56500	60150	62950	63300	65150	65150	65150	53200	
Supporting Data																				
Total Number	410	549	582	592	585	636	650	614	593	1792	1492	1608	1567	1359	1208	1137	928	1651	17953	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	2	2	4	3	10	5	15	42	
Less Than $22000	0	0	2	1	1	1	0	3	1	1	0	0	2	0	0	0	0	0	12	

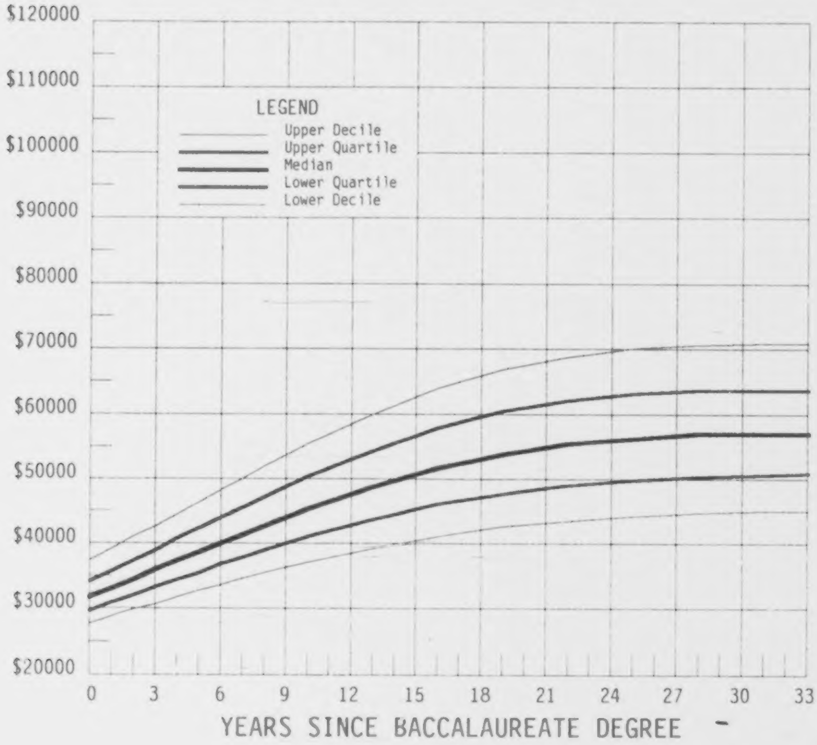
SALARY CURVES FOR ENGINEERS IN CONSULTING & ENGINEERING SERVICES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	55700	58650	64550	73150	80750	86850	91200	93800	95000	95200	94200	87950	2.2
Upper Quartile	0	0	0	0	0	0	0	51500	54050	59150	66350	72500	77250	80450	82150	82800	82650	81400	76300	2.2
Median	0	0	0	0	0	0	0	47000	49150	53350	59200	64100	67850	70400	71800	72350	72300	71450	66650	2.2
Lower Quartile	0	0	0	0	0	0	0	42850	44600	48100	52900	56950	60000	62100	63300	63850	63900	63400	57600	2.2
Lower Decile	0	0	0	0	0	0	0	39250	40700	43600	47500	50850	53450	55300	56500	57150	57450	57400	50550	2.2
Mean	0	0	0	0	0	0	0	47550	49750	54050	60150	65400	69550	72500	74250	75100	75350	74800	68550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	59400	66150	67700	73000	80200	85250	88400	92550	94650	96100	96900	87950	
Upper Quartile	0	0	0	0	0	0	0	54300	59350	62050	66450	71500	75850	79050	81700	82050	82500	83600	76300	
Median	0	0	0	0	0	0	0	51200	52500	55200	59500	63000	66450	70650	71100	71550	72650	72800	66650	
Lower Quartile	0	0	0	0	0	0	0	48050	48500	49650	53550	55350	59150	62100	62450	63200	64900	64450	57600	
Lower Decile	0	0	0	0	0	0	0	43000	44250	44700	48300	49450	53000	55200	55050	57250	58800	58050	50550	
Mean	0	0	0	0	0	0	0	51500	53750	56150	60300	64400	68450	72000	72950	74850	75850	76350	68550	
Supporting Data																				
Total Number	3	4	11	18	20	34	46	53	54	332	416	619	678	613	493	465	352	654	4870	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	2	2	4	3	10	5	15	42	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

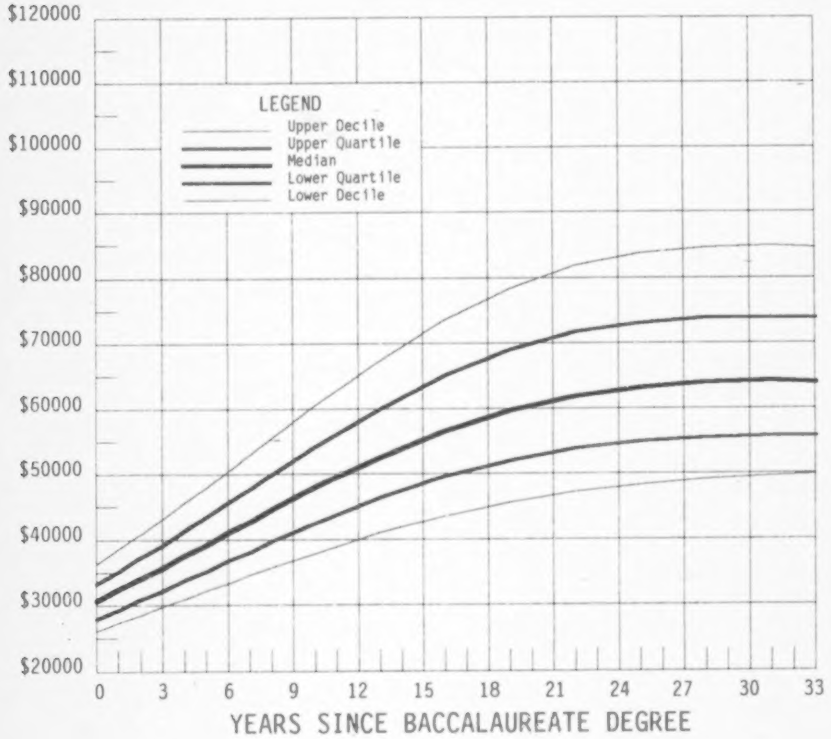
SALARY CURVES FOR ENGINEERS IN CONSULTING & ENGINEERING SERVICES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37350	39150	40950	42800	44650	46500	48350	50200	51950	55400	60050	63900	66850	68850	70100	70700	70900	70650	63100	2.2
Upper Quartile	34150	35750	37400	39050	40750	42400	44050	45700	47300	50350	54500	57900	60450	62200	63250	63750	63850	63550	55250	2.2
Median	31700	33100	34500	35900	37300	38700	40100	41450	42800	45400	48850	51700	53850	55450	56400	57000	57200	57200	46400	2.2
Lower Quartile	29700	30900	32050	33250	34400	35550	36700	37850	38900	41000	43750	46050	47800	49100	49950	50500	50800	50900	38400	2.2
Lower Decile	27850	28800	29800	30800	31750	32700	33650	34550	35450	37100	39300	41150	42600	43600	44350	44800	45050	45250	33250	2.2
Mean	32400	33750	35150	36550	37950	39350	40750	42100	43400	45950	49350	52150	54350	55900	56950	57550	57800	57900	47500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36850	39100	41250	43000	44150	46850	48900	50950	52200	56050	60150	62350	66200	68200	68400	71050	72350	71550	63100	
Upper Quartile	33950	35650	37350	38950	40500	42750	43950	46300	47750	51150	54150	56750	59700	62250	62400	64300	64600	63950	55250	
Median	31950	32800	34450	35700	37550	39200	39900	41650	42850	45600	48800	51450	53300	54750	56100	58450	57550	57050	46400	
Lower Quartile	29650	30650	32300	33150	34500	35900	36400	37950	39200	41100	43800	45600	47450	48550	50350	51400	51200	50600	38400	
Lower Decile	28050	28600	30050	30250	32000	33100	33250	34400	36000	37350	39150	40950	41900	43400	44950	45550	45300	44900	33250	
Mean	32550	33500	35350	36500	38050	39700	40600	42250	43550	46300	49300	51550	53850	55550	56500	58450	58600	57800	47500	
Supporting Data																				
Total Number	407	545	571	574	565	602	604	561	539	1460	1076	989	889	746	710	672	576	997	13083	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	2	1	1	1	0	3	1	1	0	0	2	0	0	0	0	0	12	

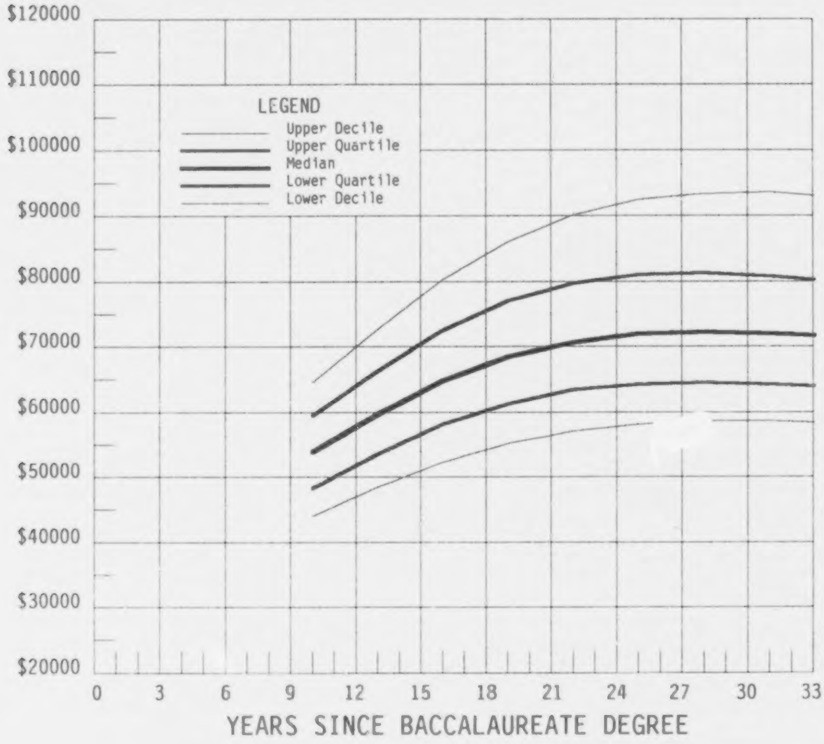
SALARY CURVES FOR ENGINEERS IN CONSULTING
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: CONSULTING

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36400	38550	40800	43100	45500	47950	50400	52950	55450	60450	67500	73650	78400	81750	83700	84600	84750	84000	74250	2.2
Upper Quartile	33350	35250	37250	39250	41350	43450	45600	47750	49900	54150	60100	65150	69000	71650	73200	73900	74000	73300	63500	2.2
Median	30800	32450	34100	35800	37550	39300	41050	42800	44550	47950	52650	56650	59750	61950	63250	63950	64150	63900	52250	2.2
Lower Quartile	28050	29450	30900	32350	33800	35250	36750	38200	39650	42450	46300	49500	52050	53800	54900	55500	55750	55600	41100	2.2
Lower Decile	26200	27400	28650	29850	31050	32250	33400	34600	35750	37950	40950	43500	45600	47250	48400	49200	49650	50050	33850	3.8
Mean	31150	32800	34500	36200	38000	39800	41600	43400	45200	48700	53650	57900	61250	63650	65150	66000	66350	66250	53700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36450	39050	40250	43150	45650	47300	49950	52800	55000	61850	67150	73300	78800	81000	84000	84150	82350	85200	74250	
Upper Quartile	34050	36100	36750	37900	40900	42900	44850	48600	50100	54900	60200	65350	69550	72200	71350	73200	72050	74450	63500	
Median	32000	32450	33750	34950	37350	38800	40100	42400	44850	48400	52650	56950	60900	62700	61800	63550	63200	64000	52250	
Lower Quartile	28950	29200	31200	31600	33450	35000	36300	37800	39350	42600	46500	50050	52750	53250	54150	56350	55350	55300	41100	
Lower Decile	27300	26800	29050	28700	30800	32150	32600	33850	36050	38350	41500	44050	46450	47000	48350	49900	48800	48500	33850	
Mean	32000	32900	34250	35450	37900	39300	40950	43000	45150	49300	53650	58100	61950	63900	64150	66300	65000	66400	53700	
Supporting Data																				
Total Number	214	251	304	292	311	301	344	316	287	858	788	861	847	641	551	540	370	801	8877	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	0	1	4	2	7	2	7	24	
Less Than $22000	0	0	2	1	1	0	0	3	1	1	0	0	2	0	0	0	0	0	11	

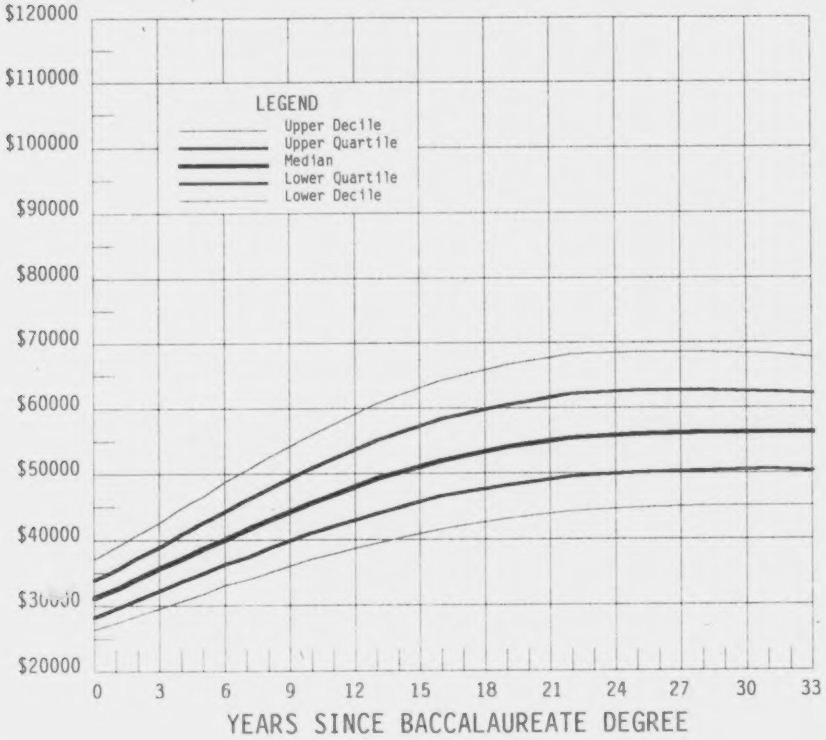
SALARY CURVES FOR ENGINEERS IN CONSULTING SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: CONSULTING, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	64450	72900	80300	86150	90200	92500	93450	93500	92200	86300	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	59350	66500	72500	76950	79700	81000	81250	80800	79050	75600	2.2
Median	0	0	0	0	0	0	0	0	0	53800	59800	64750	68450	70800	72000	72250	72000	70750	67200	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	48350	53650	58050	61300	63350	64350	64600	64350	63250	59150	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	44100	48600	52350	55200	57100	58150	58550	58550	57900	52400	2.2
Mean	0	0	0	0	0	0	0	0	0	54300	60600	65950	70050	72800	74300	74850	74750	73700	68750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	69600	74050	79350	84700	87550	91500	92900	91050	95900	86300	
Upper Quartile	0	0	0	0	0	0	0	0	0	64600	67950	71550	75300	76950	80800	80000	79650	82200	75600	
Median	0	0	0	0	0	0	0	0	0	57950	60100	63850	67100	71150	70600	71350	70950	72850	67200	
Lower Quartile	0	0	0	0	0	0	0	0	0	51500	54200	56900	60650	63250	63050	63700	64800	64600	59150	
Lower Decile	0	0	0	0	0	0	0	0	0	46650	49300	51700	54300	56900	56400	58550	59500	58850	52400	
Mean	0	0	0	0	0	0	0	0	0	58750	61150	64800	68850	72300	72750	74450	74100	75800	68750	
Supporting Data																				
Total Number	0	0	4	7	8	18	26	28	26	184	258	418	458	343	277	280	183	403	2921	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	0	1	4	2	7	2	7	24	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

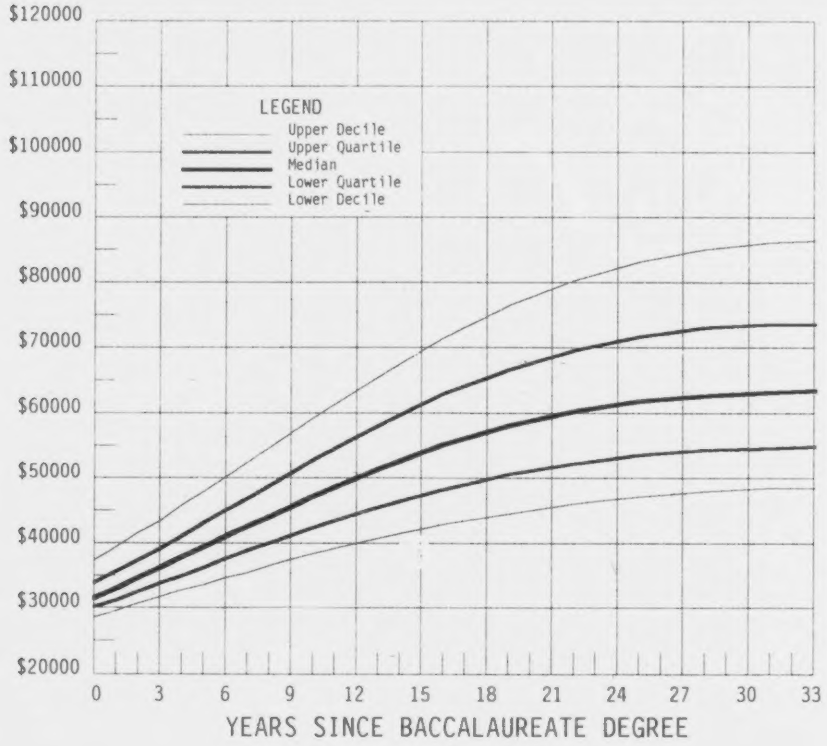
SALARY CURVES FOR ENGINEERS IN CONSULTING
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: CONSULTING, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37000	38900	40850	42800	44800	46750	48700	50650	52500	56100	60750	64300	66750	68150	68650	68600	68150	66900	61600	2.2
Upper Quartile	33850	35600	37300	39050	40850	42600	44350	46050	47750	50900	55100	58400	60650	62050	62600	62650	62400	61450	54100	2.2
Median	31200	32650	34150	35650	37150	38650	40100	41550	43000	45700	49250	52100	54100	55150	56100	56350	56300	55750	45650	2.2
Lower Quartile	28350	29600	30900	32250	33550	34850	36150	37400	38650	41000	44050	46550	48400	49550	50250	50500	50550	50200	37400	2.2
Lower Decile	26300	27400	28500	29650	30750	31850	32950	34000	35050	37000	39550	41600	43150	44200	44800	45100	45200	45000	32150	2.2
Mean	31550	33000	34500	36000	37500	39000	40500	41950	43350	46050	49600	52400	54450	55700	56400	56600	56550	56000	46300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36450	39050	40250	42850	44950	46800	49000	51250	52750	57050	61600	62750	66000	66700	65750	67850	67300	69950	61600	
Upper Quartile	34050	36100	36850	37850	40700	42600	44100	46850	48900	51950	55500	57350	59750	61000	60400	63100	61750	63250	54100	
Median	32000	32450	33800	34900	37250	38650	39750	41350	44100	46250	49850	51750	53500	53400	55300	57900	56250	56250	45650	
Lower Quartile	28950	29200	31200	31500	33400	34900	36100	37300	39050	41450	44650	45950	47750	48100	50650	51450	50650	50300	37400	
Lower Decile	27300	26800	29000	28650	30750	32150	32400	33550	35700	37550	39500	41350	43000	43500	45400	46250	44450	44800	32150	
Mean	32000	32900	34250	35300	37700	39000	40350	42000	44000	46750	50050	51750	53850	54300	55500	57450	56100	56900	46300	
Supporting Data																				
Total Number	214	251	300	285	303	283	318	288	261	674	530	443	389	298	274	260	187	398	5956	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	2	1	1	0	0	3	1	1	0	0	2	0	0	0	0	0	11	

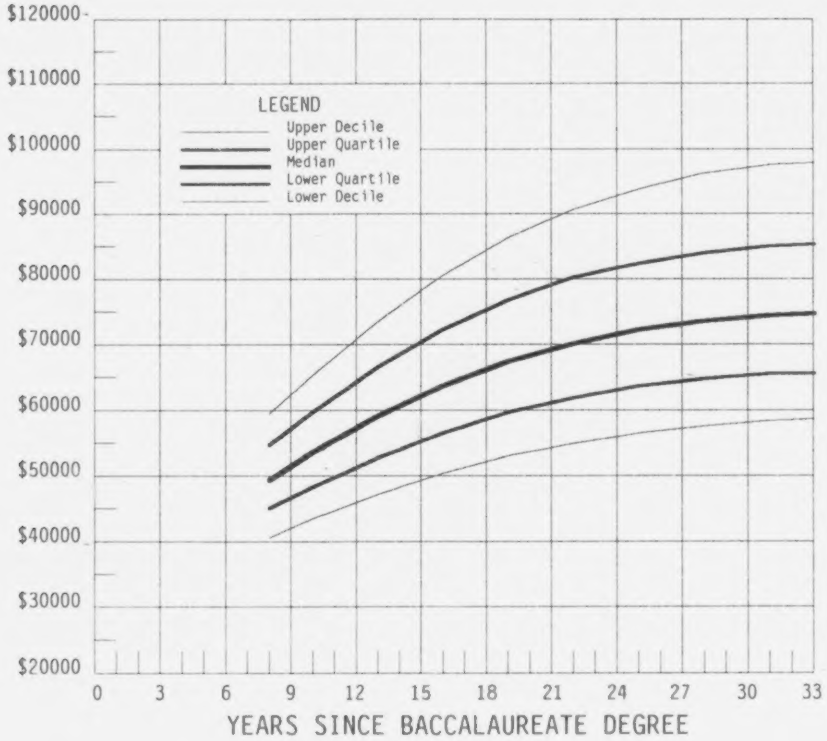
SALARY CURVES FOR ENGINEERS IN OTHER ENGINEERING SERVICES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: OTHER ENGINEERING SERVICES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37450	39400	41500	43600	45750	47950	50200	52450	54700	59200	65700	71550	76500	80350	83150	84950	86050	86950	74350	2.2
Upper Quartile	33900	35650	37450	39300	41200	43100	45050	47000	48900	52750	58100	62850	66750	69650	71700	72950	73600	74000	62800	2.2
Median	31600	33100	34650	36200	37750	39350	40950	42550	44100	47150	51450	55100	58050	60300	61800	62750	63300	63600	51550	2.2
Lower Quartile	30050	31300	32550	33800	35050	36350	37600	38850	40050	42400	45600	48400	50600	52300	53500	54300	54800	55250	41450	2.2
Lower Decile	28650	29700	30700	31700	32700	33650	34650	35600	36500	38300	40750	42850	44650	46100	47200	47950	48450	48950	35100	3.4
Mean	32500	34050	35550	37150	38700	40300	41900	43500	45100	48200	52550	56400	59600	62100	63900	65150	65900	66650	53750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38950	39450	43450	44500	44850	47950	49700	51700	53000	58800	64750	72300	78400	82500	83250	84600	84350	86200	74350	
Upper Quartile	34150	35600	38100	39750	40650	43200	44500	46900	48350	52750	57500	62650	67550	71450	71550	72850	72800	73550	62800	
Median	32200	32950	34950	36250	38000	39600	40350	42350	43300	47100	51100	54750	58900	61900	61450	62900	62750	63100	51550	
Lower Quartile	30450	31050	32850	34150	35100	36550	37100	38550	39800	42200	45250	48250	51150	53150	53200	55450	54750	54400	41450	
Lower Decile	28650	29500	30900	32150	32500	34100	34000	35200	36550	38300	40500	42600	45000	47250	47250	48250	48650	47850	35100	
Mean	33400	33850	36250	37750	38650	40400	41300	43000	44350	47950	52050	56550	60450	63550	63600	65750	65450	65800	53750	
Supporting Data																				
Total Number	278	403	414	414	407	485	453	422	419	1304	1070	1144	1123	1056	932	821	756	1200	13101	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	1	3	1	8	4	13	32	
Less Than $22000	0	0	1	0	1	1	0	3	1	0	0	0	2	0	0	0	0	0	9	

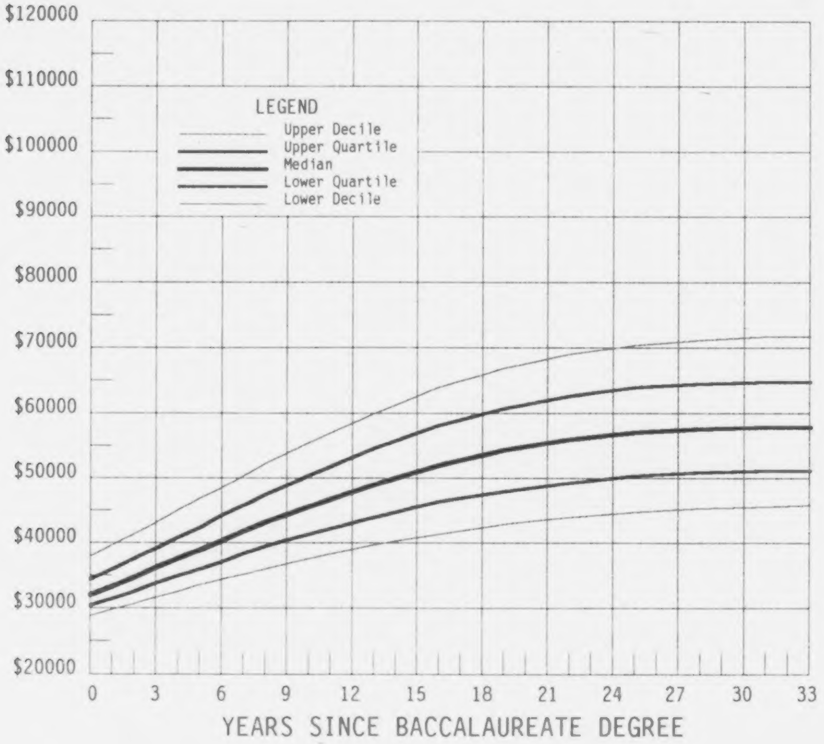
SALARY CURVES FOR ENGINEERS IN OTHER ENGINEERING SERVICES SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: OTHER ENGINEERING SERVICES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	59450	65300	73500	80550	86300	90700	93950	96150	97550	98850	89600	3.4
Upper Quartile	0	0	0	0	0	0	0	0	54800	59850	66700	72350	76850	80150	82500	84050	85000	85850	78150	3.6
Median	0	0	0	0	0	0	0	0	49450	53550	59100	63750	67450	70250	72250	73600	74450	75150	67700	3.6
Lower Quartile	0	0	0	0	0	0	0	0	45000	48350	52900	56650	59700	62000	63700	64850	65550	66250	57850	3.4
Lower Decile	0	0	0	0	0	0	0	0	40550	43350	47100	50300	52950	55050	56600	57700	58400	59150	50350	3.2
Mean	0	0	0	0	0	0	0	0	50050	54300	60150	65150	69200	72350	74650	76250	77300	78250	69500	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	63450	66150	71850	81700	85650	88850	94400	97000	99550	98850	89600	
Upper Quartile	0	0	0	0	0	0	0	0	56650	60100	65700	72450	76900	80500	82950	84150	83950	85900	78150	
Median	0	0	0	0	0	0	0	0	50450	53300	59150	63700	67000	71050	72700	74000	73900	74650	67700	
Lower Quartile	0	0	0	0	0	0	0	0	46700	48400	53500	55350	59650	62850	63800	64550	66050	65950	57850	
Lower Decile	0	0	0	0	0	0	0	0	40100	43050	48350	49250	53200	55350	56100	57800	58800	59050	50350	
Mean	0	0	0	0	0	0	0	0	51500	54350	60000	65100	68850	72650	74100	76900	77300	78300	69500	
Supporting Data																				
Total Number	3	4	9	17	15	27	27	28	34	205	278	406	476	470	365	310	256	443	3373	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	1	3	1	8	4	13	32	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

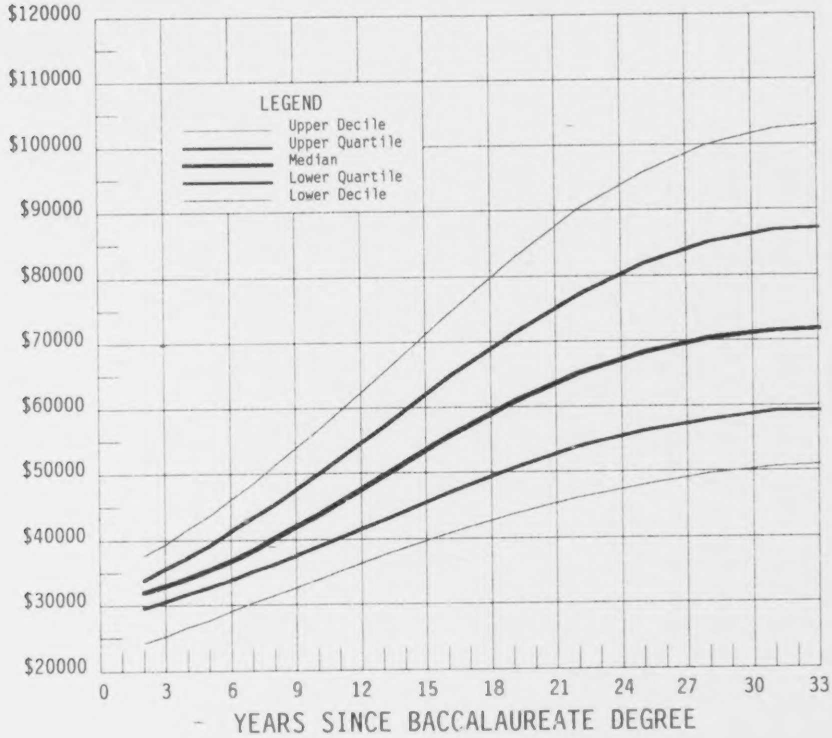
SALARY CURVES FOR ENGINEERS IN OTHER ENGINEERING SERVICES NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: OTHER ENGINEERING SERVICES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37950	39700	41450	43250	45050	46850	48600	50400	52150	55500	60100	63900	66950	69100	70500	71300	71700	71750	63800	2.2
Upper Quartile	34300	35950	37550	39200	40850	42500	44150	45800	47400	50500	54650	58150	60800	62700	63900	64500	64750	64700	56000	2.2
Median	32000	33400	34800	36200	37600	39000	40400	41750	43100	45650	49150	52050	54300	55900	57000	57650	57950	58050	47150	2.2
Lower Quartile	30350	31500	32650	33800	34950	36100	37200	38300	39350	41350	44050	46300	48100	49400	50300	50850	51200	51450	39050	2.2
Lower Decile	28900	29850	30750	31700	32600	33500	34350	35200	36050	37600	39700	41450	42850	43950	44700	45250	45650	46000	33900	2.2
Mean	32900	34250	35650	37000	38400	39750	41100	42450	43750	46250	49650	52450	54700	56300	57450	58100	58500	58700	48250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38350	39150	42750	43450	44000	47350	49050	51250	52000	56350	59600	62400	66500	68750	69350	71600	72800	72450	63800	
Upper Quartile	34000	35500	37900	39450	40450	42900	43950	46250	47550	51450	53900	57000	60400	62850	63050	65000	65500	64950	56000	
Median	32150	32950	34900	36100	37850	39500	40150	41900	42900	46100	48800	51750	53850	55600	56450	58850	58250	58000	47150	
Lower Quartile	30450	31000	32800	34100	35000	36500	36850	38300	39600	41600	43800	45850	47850	49150	50300	51850	51850	51000	39050	
Lower Decile	28650	29500	30900	32100	32400	34150	33900	34950	36300	37950	39500	41150	41700	44050	45050	45900	47000	45300	33900	
Mean	33100	33750	36050	37250	38300	40200	40900	42500	43700	46750	49300	51800	54300	56250	56900	58950	59400	58500	48250	
Supporting Data																				
Total Number	275	399	405	397	392	458	426	394	385	1099	792	738	647	586	567	511	500	757	9728	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	1	0	1	1	0	3	1	0	0	0	2	0	0	0	0	0	9	

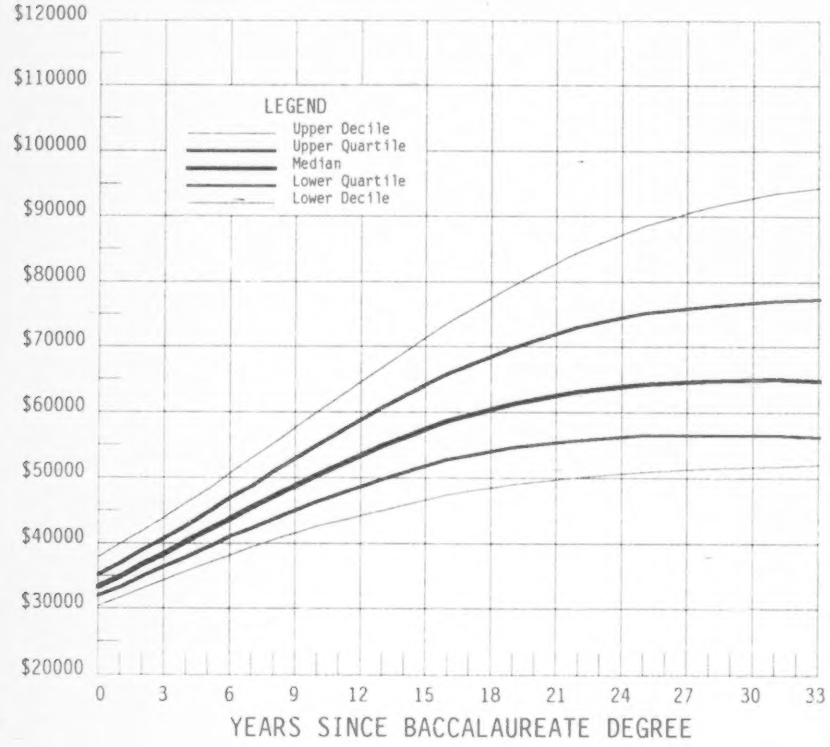
SALARY CURVES FOR ENGINEERS IN ENVIRONMENTAL SERVICES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ENVIRONMENTAL SERVICES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	37600	39600	41650	43850	46150	48600	51150	56600	65250	74200	82650	90050	95850	99900	102400	104350	79750	3.8
Upper Quartile	0	0	34000	35700	37450	39300	41250	43350	45450	50000	57200	64450	71300	77200	81750	84950	86900	88400	61950	3.8
Median	0	0	31900	32950	34150	35450	36900	38500	40150	43750	49550	55400	60700	65100	68250	70350	71500	72250	47500	4.2
Lower Quartile	0	0	29650	30600	31650	32750	33900	35100	36350	38950	42950	46950	50650	53800	56250	58000	59100	60000	36200	3.6
Lower Decile	0	0	24250	25450	26650	27850	29100	30300	31550	34000	37500	40800	43700	46150	48100	49650	50700	51950	31250	2.8
Mean	0	0	31750	33100	34500	36050	37650	39350	41150	44850	50800	56750	62350	67100	70800	73350	74950	76150	51700	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	35800	47000	40700	45050	45050	43100	49100	57400	71800	67600	88400	91250	92500	94750	108750	92850	79750	
Upper Quartile	0	0	34000	37000	38000	40600	39900	39750	45100	48900	64350	61750	72000	79000	80000	92500	88750	75000	61950	
Median	0	0	32500	34650	34650	33800	36200	35500	38750	43800	55500	55500	61150	67000	64000	85000	65000	62500	47500	
Lower Quartile	0	0	30000	31000	32000	32500	33900	32250	36150	40450	40600	50250	53000	55600	55000	60000	53750	57000	36200	
Lower Decile	0	0	20400	30000	30200	31300	32150	24600	28600	32600	36850	45650	42800	51500	50000	44300	50450	50900	31250	
Mean	0	0	31050	35200	35300	36650	37800	35500	38900	44400	54350	57450	63450	68950	69500	77600	72150	67600	51700	
Supporting Data																				
Total Number	7	6	12	10	12	13	23	13	13	33	31	21	36	15	20	12	13	13	303	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	2	
Less Than $22000	0	0	2	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	4	

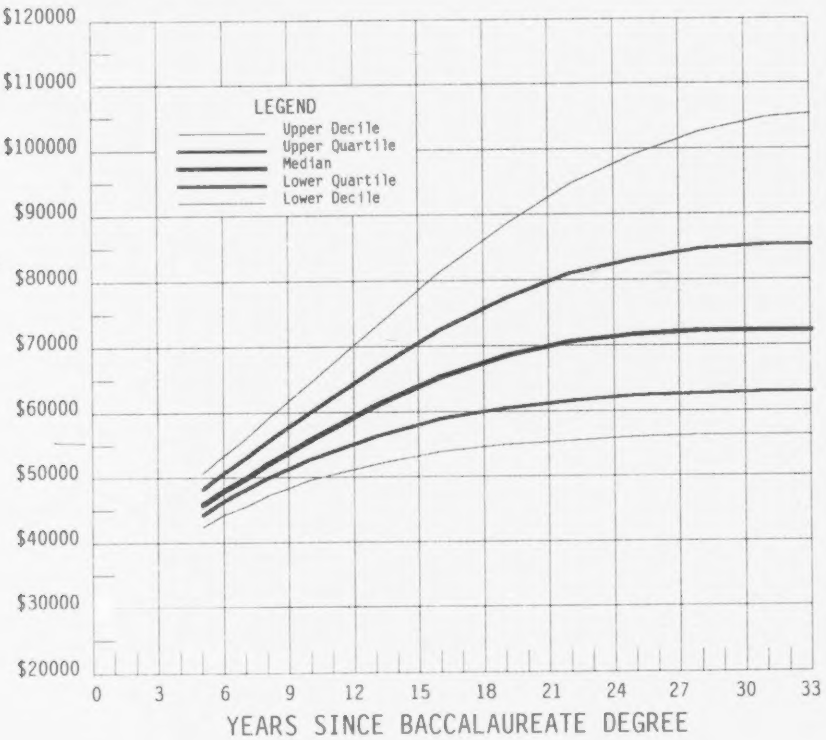
SALARY CURVES FOR ENGINEERS IN ELECTRIC & GAS UTILITIES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37950	39900	41950	44050	46200	48400	50700	53000	55300	60000	66950	73550	79450	84500	88500	91500	93650	96350	73650	2.2
Upper Quartile	35100	36950	38850	40800	42800	44800	46850	48900	50950	54950	60700	65750	69850	72950	75100	76400	77150	77500	62650	2.2
Median	33400	35050	36750	38500	40250	42000	43750	45500	47200	50500	54950	58650	61400	63300	64350	64850	64950	64500	53200	2.2
Lower Quartile	31950	33450	34950	36450	37950	39450	40950	42400	43800	46450	49950	52700	54650	55850	56450	56600	56500	55900	45100	2.2
Lower Decile	30500	31850	33200	34500	35750	37000	38200	39350	40500	42550	45200	47350	49000	50200	51000	51550	51850	52050	37350	4.0
Mean	34200	35800	37450	39150	40850	42550	44250	46000	47700	51050	55750	59900	63300	66000	67950	69250	70050	70800	55400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35950	39700	42500	43900	46500	48750	51600	54200	56050	60000	67100	72750	78800	82150	87300	91550	98550	99500	73650	
Upper Quartile	35450	35750	38450	40550	42750	44800	47450	50300	51800	55200	60850	65650	68500	70900	74500	77750	79750	79450	62650	
Median	34600	34550	36300	37550	39850	41950	43750	46150	48300	50850	54950	58650	60750	62300	63850	65700	65500	65500	53200	
Lower Quartile	33400	33100	34750	35100	37400	39000	41200	42450	45100	47200	49750	52300	54250	55250	56000	56900	57150	56650	45100	
Lower Decile	32150	32100	33500	33100	34750	36450	37250	38900	41450	43300	45250	47750	49100	49800	50750	51450	51800	50900	37350	
Mean	34600	35450	37500	38750	40450	42350	44350	46400	48600	51350	55800	59850	62800	64400	67600	69500	72050	71850	55400	
Supporting Data																				
Total Number	320	283	380	392	475	545	485	518	712	1935	1515	1578	1630	1002	815	507	405	604	14101	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	4	3	7	16	9	17	22	80	
Less Than $22000	0	0	0	0	1	1	0	0	0	1	0	1	3	5	3	3	1	0	19	

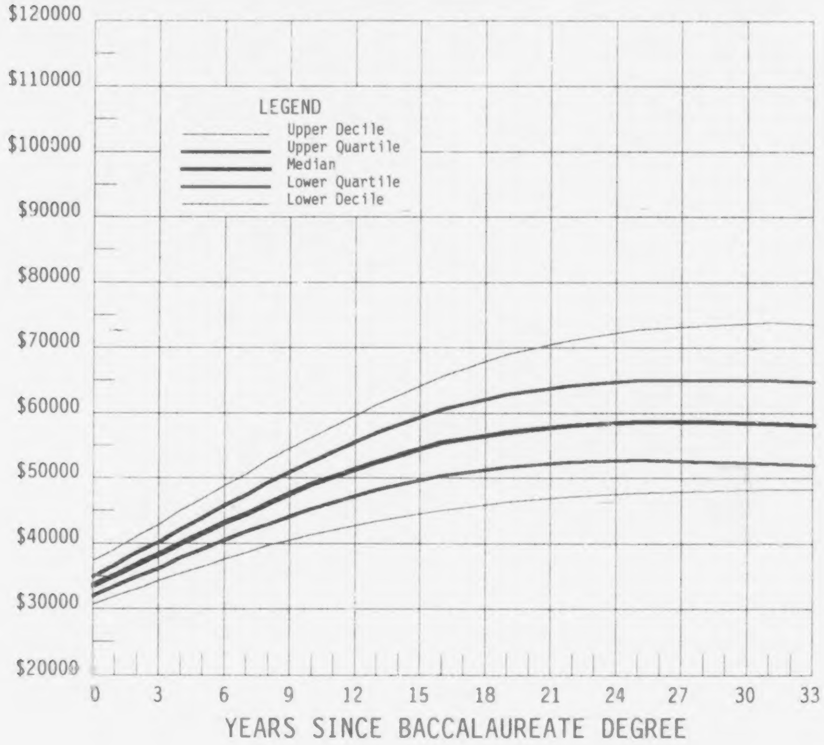
SALARY CURVES FOR ENGINEERS IN ELECTRIC & GAS UTILITIES SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	50650	53350	56100	58900	64600	73200	81400	88650	94700	99300	102600	104750	106950	87650	2.2
Upper Quartile	0	0	0	0	0	48300	50600	53000	55350	60050	66700	72600	77400	80950	83300	84700	85350	85500	74700	2.2
Median	0	0	0	0	0	45950	47950	49950	51950	55800	61000	65300	68500	70650	71850	72350	72400	71750	64600	2.2
Lower Quartile	0	0	0	0	0	44400	46300	48150	49850	52800	56350	58850	60550	61650	62350	62750	62950	63100	57050	4.2
Lower Decile	0	0	0	0	0	42450	44150	45700	47100	49500	52100	53850	54950	55600	56000	56200	56300	56350	51700	4.8
Mean	0	0	0	0	0	46050	48150	50250	52350	56450	62200	67200	71150	74050	75950	77000	77500	77500	68300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	55650	58750	58500	63400	67050	74550	79150	85850	89350	96100	102250	113150	116500	87650	
Upper Quartile	0	0	0	0	0	52250	53450	55650	58150	61400	67500	71550	75850	77800	80850	84400	89650	90500	74700	
Median	0	0	0	0	0	49100	49350	51950	54300	56850	61500	64950	56950	68350	71100	72800	73250	75100	64600	
Lower Quartile	0	0	0	0	0	46300	46250	47450	50050	52750	56450	58750	60250	61600	62000	64750	62600	62950	57050	
Lower Decile	0	0	0	0	0	44450	44300	44750	47050	49300	51950	54200	54900	56350	55300	57150	56600	55200	51700	
Mean	0	0	0	0	0	50350	50700	51700	54500	57650	62800	66350	69550	71650	75100	77400	80100	80650	68300	
Supporting Data																				
Total Number	2	4	8	15	21	46	65	84	142	462	478	663	756	493	440	262	241	329	4511	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	4	3	7	16	8	17	22	79	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

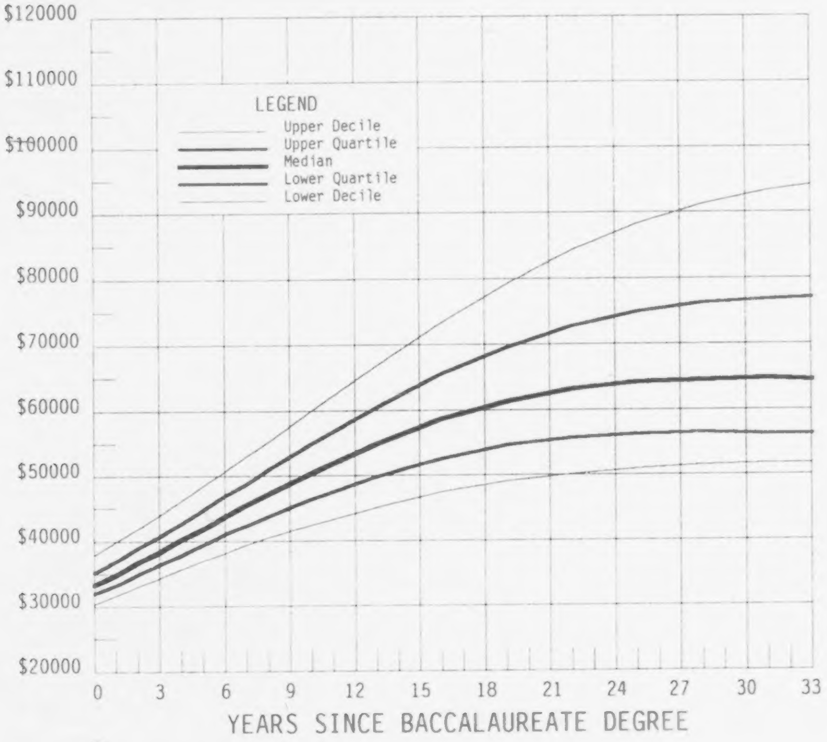
SALARY CURVES FOR ENGINEERS IN ELECTRIC & GAS UTILITIES NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37450	39250	41150	43050	45000	46950	48900	50800	52700	56400	61450	65700	68950	71250	72700	73450	73750	73600	62850	2.2
Upper Quartile	34950	36750	38550	40350	42150	44000	45800	47600	49350	52650	57050	60500	62950	64400	65100	65200	65000	64050	55700	2.2
Median	33500	35100	36700	38350	39950	41550	43150	44650	46150	48950	52600	55350	57200	58250	58650	58600	58300	57350	48950	2.2
Lower Quartile	32050	33500	34900	36350	37750	39150	40500	41800	43050	45350	48250	50400	51800	52500	52700	52550	52200	51350	41500	2.2
Lower Decile	30750	32000	33200	34400	35550	36650	37700	38700	39650	41350	43500	45150	46400	47250	47750	48100	48250	48400	35550	4.4
Mean	34100	35600	37150	38700	40250	41800	43350	44800	46250	49000	52600	55450	57550	58850	59600	59850	59850	59400	49350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35950	39100	41600	43250	45250	46950	49800	52300	52650	56400	61900	65150	67300	69550	70650	78250	74050	77100	62850	
Upper Quartile	35450	35700	38150	40250	42350	43800	46350	49100	49950	52700	57200	59950	62100	63300	64200	66150	65450	66600	55700	
Median	34600	34500	36200	37350	39700	41600	43150	45350	47450	49500	52450	54750	56450	57100	58250	59050	58550	59450	48950	
Lower Quartile	33400	33050	34750	35000	37250	38700	40700	41850	44550	46050	48250	49900	51150	51400	52250	53300	52450	52850	41500	
Lower Decile	32150	32050	33500	33050	34650	36300	36850	38350	40550	42050	43750	46000	46550	45400	48000	47850	48100	46600	35550	
Mean	34600	35300	37200	38150	39950	41650	43350	45400	47100	49400	52600	55150	56950	57400	58800	61100	60200	61300	49350	
Supporting Data																				
Total Number	318	279	372	377	454	499	420	434	570	1473	1037	915	874	509	375	245	164	275	9590	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	
Less Than $22000	0	0	0	0	1	1	0	0	0	1	0	1	3	5	3	3	1	0	19	

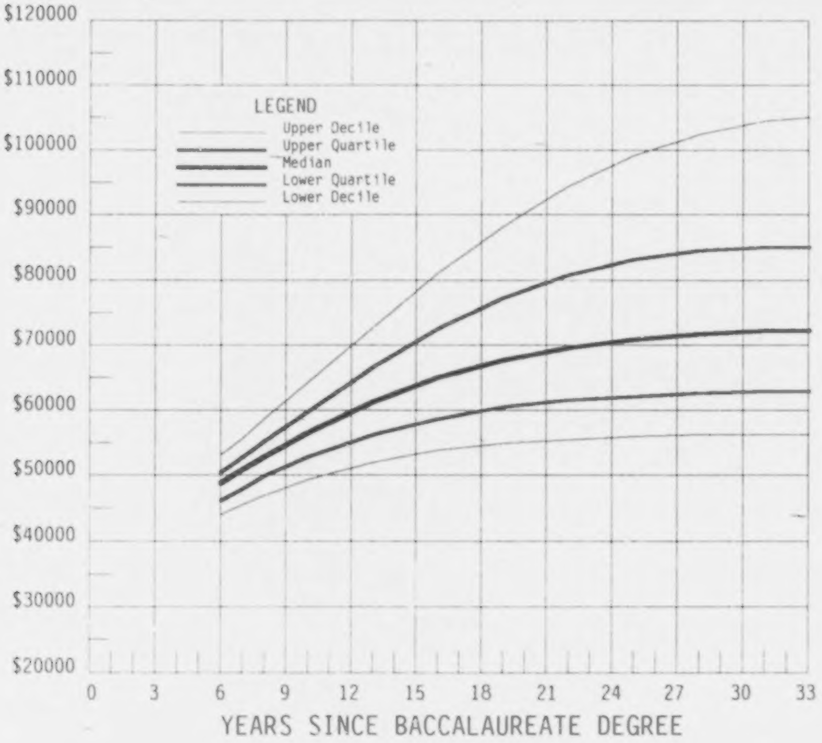
SALARY CURVES FOR ENGINEERS IN ELECTRIC UTILITIES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38000	39950	42000	44100	46250	48450	50700	53000	55300	59950	66900	73450	79300	84250	88250	91250	93350	96000	73500	2.2
Upper Quartile	35150	36950	38850	40800	42800	44800	46850	48900	50900	54950	60650	65650	69700	72800	74900	76150	76850	77200	62600	2.2
Median	33400	35050	36800	38500	40250	42000	43750	45500	47200	50500	54950	58600	61350	63150	64200	64650	64700	64200	53200	2.2
Lower Quartile	31950	33450	34950	36450	38000	39500	40950	42400	43800	46450	49950	52650	54600	55750	56350	56500	56350	55750	45100	2.2
Lower Decile	30500	31850	33150	34450	35750	37000	38200	39350	40450	42500	45200	47350	48950	50150	51000	51500	51800	52050	37350	4.0
Mean	34250	35850	37500	39150	40850	42550	44300	46000	47700	51000	55700	59800	63200	65850	67750	69050	69800	70550	55350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35950	39750	42600	43950	46550	48750	51550	54250	56000	59950	67000	72650	78750	81900	86900	91600	98250	99000	73500	
Upper Quartile	35450	35750	38500	40600	42750	44800	47500	50350	51800	55100	60750	65550	68550	70750	74200	77650	78750	79250	62600	
Median	34650	34550	36250	37600	39900	42000	43800	46200	48300	50800	54950	58600	60750	62200	63600	65600	65100	65200	53200	
Lower Quartile	33500	33100	34750	35100	37400	39000	41250	42500	45050	47200	49750	52250	54300	55150	55850	56900	56850	56550	45100	
Lower Decile	32150	32100	33550	33050	34700	36450	37250	38950	41350	43250	45200	47700	49200	49750	50700	51350	51650	50900	37350	
Mean	34650	35500	37550	38800	40500	42350	44350	46450	48550	51300	55750	59750	62800	64250	67400	69450	71450	71650	55350	
Supporting Data																				
Total Number	315	281	373	387	469	535	481	506	704	1910	1497	1570	1618	993	810	505	392	598	13944	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	4	3	6	16	9	15	22	77	
Less Than $22000	0	0	0	0	1	1	0	0	0	1	0	1	3	5	3	3	1	0	19	

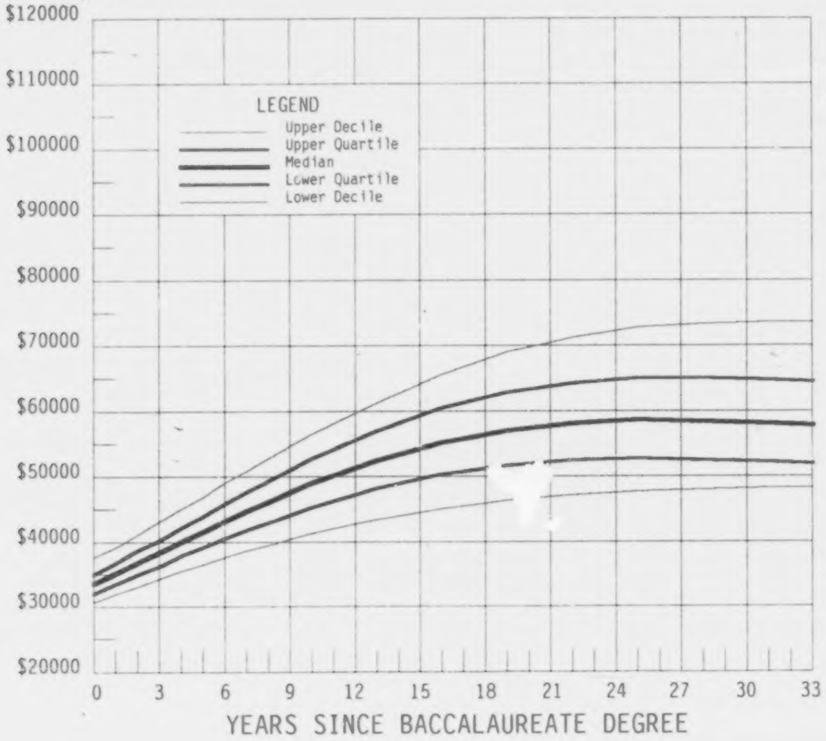
SALARY CURVES FOR ENGINEERS IN ELECTRIC UTILITIES SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	53050	55750	58550	64300	72850	81050	88350	94450	99100	102450	104600	105850	87350	2.2
Upper Quartile	0	0	0	0	0	0	50450	52800	55150	59850	66550	72450	77250	80800	83150	84500	85150	85200	74550	2.2
Median	0	0	0	0	0	0	48700	50850	52900	56650	61450	65100	67750	69600	70850	71650	72150	72550	64600	3.6
Lower Quartile	0	0	0	0	0	0	46250	48050	49750	52750	56250	58750	60450	61550	62250	62650	62900	63050	57050	4.2
Lower Decile	0	0	0	0	0	0	44000	45550	46950	49350	52000	53750	54900	55550	55950	56200	56300	56350	51750	4.6
Mean	0	0	0	0	0	0	47900	50000	52100	56250	62000	67050	71000	73900	75800	76850	77350	77300	68200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	58300	58550	63700	67100	73950	78850	85750	89300	95950	102600	111850	116400	87350	
Upper Quartile	0	0	0	0	0	0	53000	55750	58200	61400	67400	71500	75850	77500	80650	84550	89050	90100	74550	
Median	0	0	0	0	0	0	49250	51850	54400	56750	61400	64900	66950	68250	70750	72700	72850	74850	64600	
Lower Quartile	0	0	0	0	0	0	46200	47300	50450	52700	56350	58750	60250	61550	61800	64700	62400	62750	57050	
Lower Decile	0	0	0	0	0	0	44300	44700	47250	49200	51800	54200	54900	56300	55250	57100	56400	55100	51750	
Mean	0	0	0	0	0	0	50400	51650	54700	57600	62650	66250	69550	71450	74950	77400	79550	80450	68200	
Supporting Data																				
Total Number	1	4	7	15	21	42	64	82	136	448	467	657	751	486	433	259	229	323	4425	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	4	3	6	16	8	15	22	76	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

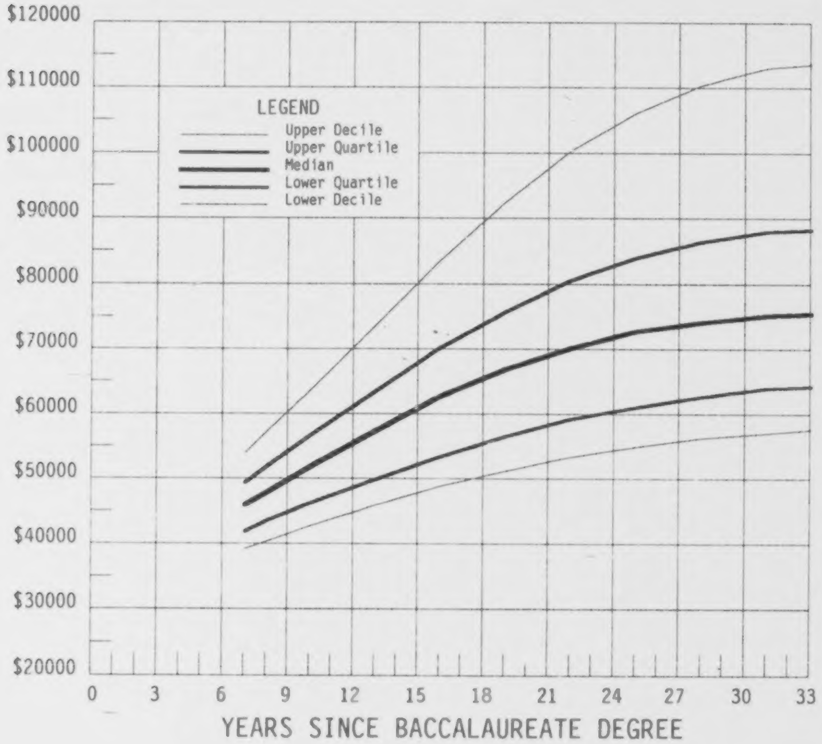
SALARY CURVES FOR ENGINEERS IN ELECTRIC UTILITIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37500	39300	41200	43100	45050	47000	48950	50850	52750	56450	61450	65700	68950	71250	72700	73450	73700	73550	62850	2.2
Upper Quartile	35000	36750	38550	40400	42200	44050	45850	47650	49400	52700	57050	60500	62900	64350	65000	65100	64850	63900	55750	2.2
Median	33550	35150	36750	38350	39950	41550	43150	44700	46200	48950	52550	55300	57150	58200	58600	58500	58200	57300	49000	2.2
Lower Quartile	32100	33500	34950	36350	37750	39150	40500	41800	43050	45400	48300	50400	51800	52500	52700	52550	52200	51300	41550	2.2
Lower Decile	30750	32000	33200	34400	35500	36600	37650	38650	39600	41300	43500	45150	46400	47250	47800	48100	48300	48400	35550	4.4
Mean	34100	35650	37150	38750	40300	41800	43350	44800	46250	49000	52600	55450	57500	58850	59550	59800	59800	59300	49400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35950	39100	41700	43300	45300	47000	49900	52350	52650	56400	61950	65150	67300	69450	70750	78200	73800	77100	62850	
Upper Quartile	35450	35700	38200	40300	42400	43850	46400	49150	49950	52700	57250	59950	62100	63150	64100	56150	65300	66450	55750	
Median	34600	34550	36200	37400	39700	41600	43200	45400	47450	49500	52450	54700	56450	57050	58100	59150	58450	59350	49000	
Lower Quartile	33500	33100	34700	35000	37250	38700	40800	41900	44500	46100	48250	49850	51200	51400	52200	53200	52400	52900	41550	
Lower Decile	32150	32100	33500	32950	34550	36300	36900	38450	40400	42000	43750	45900	46700	45350	47900	47700	48100	46750	35550	
Mean	34600	35300	37200	38150	39950	41650	43400	45450	47100	49400	52600	55100	56950	57350	58750	61050	60100	61250	49400	
Supporting Data																				
Total Number	314	277	366	372	448	493	417	424	568	1462	1030	913	867	507	377	246	163	275	9519	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	
Less Than $22000	0	0	0	0	1	1	0	0	0	1	0	1	3	5	3	3	1	0	19	

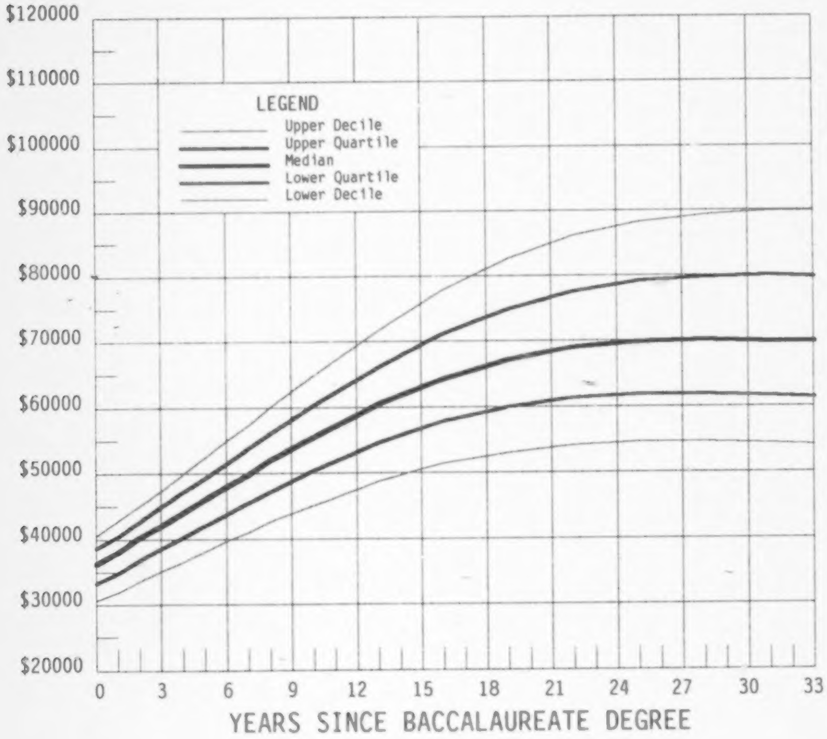
SALARY CURVES FOR ENGINEERS IN GAS UTILITIES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: GAS UTILITIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	54000	57150	63600	73600	83500	92550	100200	106100	110300	112950	115500	83500	2.2
Upper Quartile	0	0	0	0	0	0	0	49300	51700	56450	63450	70050	75800	80450	83950	86350	87900	89400	66350	2.2
Median	0	0	0	0	0	0	0	45800	47750	51750	57450	62600	66900	70250	72700	74250	75200	75900	52600	2.2
Lower Quartile	0	0	0	0	0	0	0	42000	43350	46050	49900	53450	56550	59100	61200	62800	64000	65600	41600	2.2
Lower Decile	0	0	0	0	0	0	0	39250	40400	42650	45800	48700	51200	53250	54900	56200	57150	58450	35350	2.2
Mean	0	0	0	0	0	0	0	46250	48350	52600	58900	64650	69650	73650	76650	78700	80000	81250	57050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	39350	0	0	50000	0	52400	57600	62950	78400	93500	82500	89500	93500	0	140000	112500	83500	
Upper Quartile	0	0	37600	0	0	45500	0	48500	50000	59000	63000	71500	66500	83100	79500	0	92500	92500	66350	
Median	0	0	36250	0	0	41000	0	44000	47750	54500	57350	63000	60650	70000	73000	0	82500	72000	52600	
Lower Quartile	0	0	33850	0	0	39100	0	41750	45500	48500	49500	53750	45750	65000	64500	0	66000	66000	41600	
Lower Decile	0	0	32750	0	0	38000	0	34400	44150	45350	45800	50450	42500	56400	57200	0	57600	60000	35350	
Mean	0	0	36000	0	0	42350	0	44150	48600	54400	59500	67750	60750	77200	74600	0	86750	78750	57050	
Supporting Data																				
Total Number	6	4	11	8	9	10	7	12	12	28	22	13	15	11	13	6	14	10	211	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	2	0	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

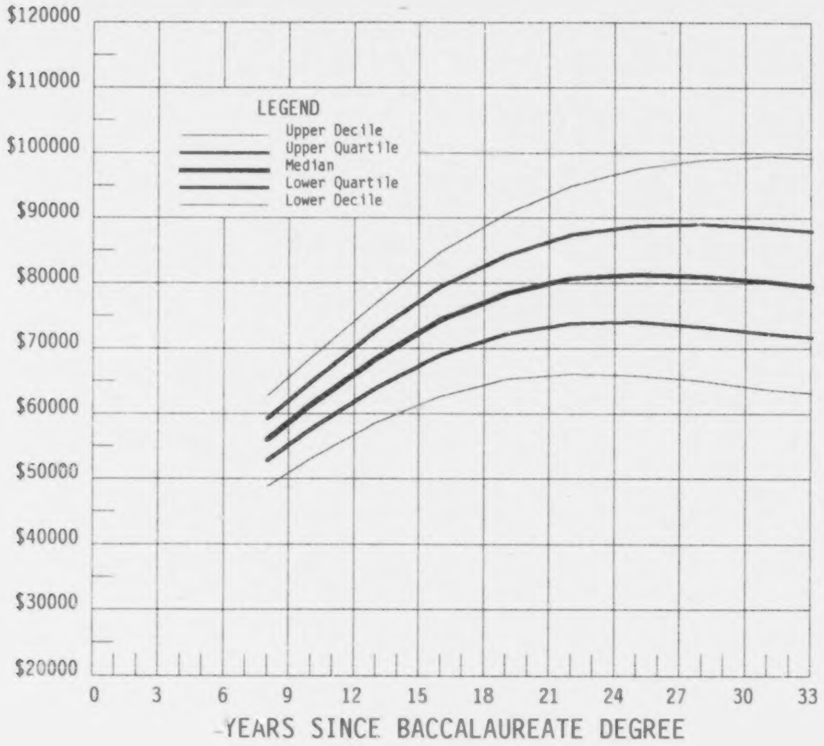
SALARY CURVES FOR ENGINEERS IN RESEARCH LABORATORIES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: RESEARCH LABORATORIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40650	42850	45150	47550	49950	52450	54950	57450	59950	64900	71850	77850	82600	86050	88200	89400	89850	89600	79600	2.2
Upper Quartile	38600	40650	42800	44950	47150	49350	51600	53800	56050	60350	66250	71200	75000	77600	79150	79850	79950	79400	68600	2.2
Median	36350	38250	40150	42100	44050	46050	48000	49950	51900	55550	60450	64400	67250	69050	69950	70150	70000	69100	59100	2.2
Lower Quartile	33350	35050	36800	38550	40300	42100	43850	45550	47250	50450	54650	57900	60100	61350	61850	61850	61500	60400	50050	2.2
Lower Decile	30600	32100	33600	35150	36650	38150	39650	41100	42550	45200	48700	51350	53200	54250	54650	54650	54400	53550	42150	2.2
Mean	36150	38000	39900	41800	43750	45750	47700	49650	51600	55300	60350	64550	67700	69800	71050	71550	71650	71100	60300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	42150	44800	47650	49850	52900	56950	58300	61350	66250	71400	75100	79450	83900	87750	91350	90350	91500	79600	
Upper Quartile	0	38500	42800	45200	47950	50400	53250	54600	57850	61650	65600	68150	71300	76250	79400	81200	80650	81150	68600	
Median	0	35400	40200	42100	44800	46950	49900	50650	53500	57050	60150	61950	63750	66700	69800	70500	70500	71450	59100	
Lower Quartile	0	33450	36600	38500	40300	42350	44700	45550	48100	51850	54700	56550	57800	60100	61350	61300	61650	62150	50050	
Lower Decile	0	31000	33900	34550	37000	38450	39650	40750	42400	46400	48600	50550	51750	53650	54900	55200	54250	54000	42150	
Mean	0	36150	39850	41700	44250	46350	48900	50000	52650	56650	60100	62500	64850	68150	71050	72350	72100	72650	60300	
Supporting Data																				
Total Number	192	302	621	737	1019	1093	1115	1091	1241	3470	2987	2351	1932	1850	1775	1621	1475	2640	27514	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	2	4	7	2	11	27	
Less Than $22000	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

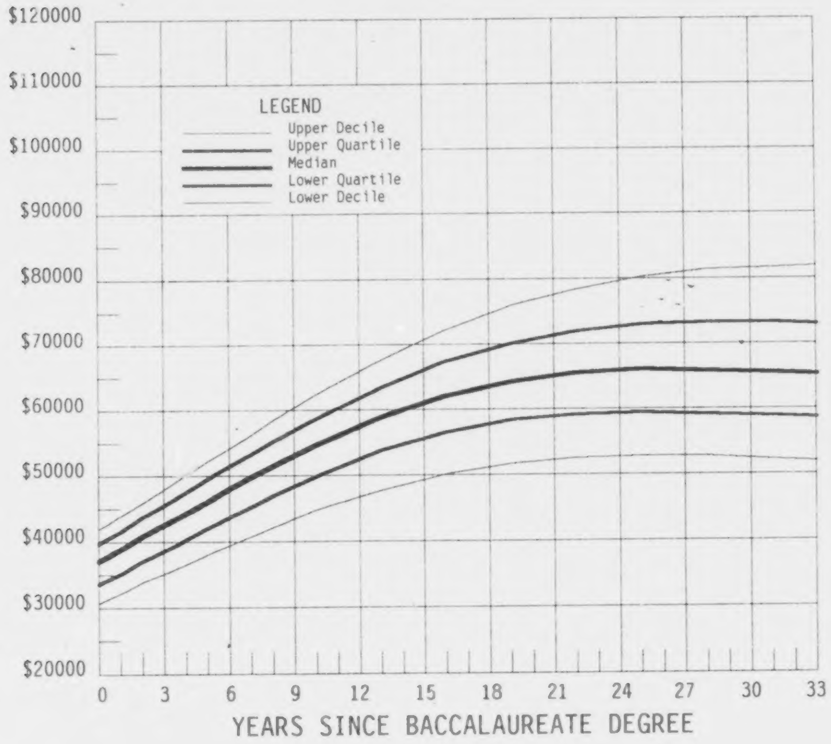
SALARY CURVES FOR ENGINEERS IN RESEARCH LABORATORIES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: RESEARCH LABORATORIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	62700	68650	77200	84750	90750	95050	97700	99000	99350	98600	92950	2.2
Upper Quartile	0	0	0	0	0	0	0	0	59150	64800	72700	79350	84300	87350	88800	89050	88550	86600	83450	2.2
Median	0	0	0	0	0	0	0	0	56050	61300	68550	74400	78450	80700	81400	81050	80150	77700	75300	2.2
Lower Quartile	0	0	0	0	0	0	0	0	52850	57650	64100	69100	72350	73900	74100	73400	72300	69650	68300	2.2
Lower Decile	0	0	0	0	0	0	0	0	48850	53150	58700	62800	65250	66200	65950	65000	63750	61100	60900	2.2
Mean	0	0	0	0	0	0	0	0	55950	61100	68150	74050	78250	80800	81900	81950	81350	79400	76500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	70500	74250	79150	82450	86500	89700	95850	100600	99150	102200	92950	
Upper Quartile	0	0	0	0	0	0	0	0	65950	70750	74500	76900	80950	83650	86100	88400	88550	90400	83450	
Median	0	0	0	0	0	0	0	0	61950	67100	70300	71750	74950	77600	79500	80800	79900	80750	75300	
Lower Quartile	0	0	0	0	0	0	0	0	52600	62900	65700	67150	69050	71950	73050	73150	72050	71650	68300	
Lower Decile	0	0	0	0	0	0	0	0	46250	57250	60500	60650	63350	65200	64850	65200	63000	62550	60900	
Mean	0	0	0	0	0	0	0	0	60100	66350	69700	71400	74900	78300	80350	82300	80950	81950	76500	
Supporting Data																				
Total Number	1	0	0	3	8	9	24	34	74	375	497	513	473	587	638	570	507	849	5164	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	2	3	6	1	11	24	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

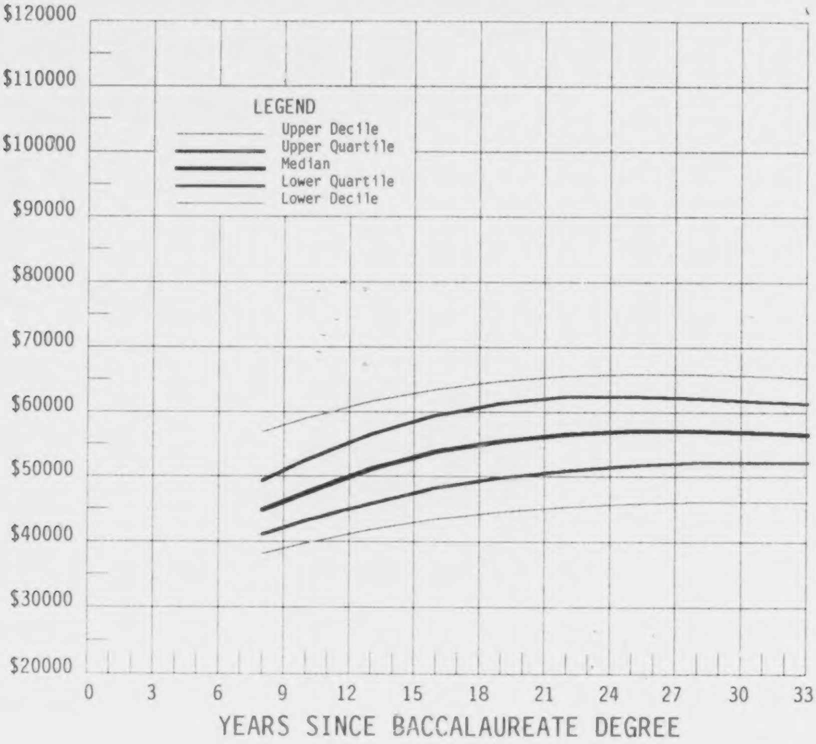
SALARY CURVES FOR ENGINEERS IN RESEARCH LABORATORIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: RESEARCH LABORATORIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41950	43950	46000	48050	50100	52200	54250	56300	58350	62300	67700	72300	75900	78500	80250	81250	81700	81850	71450	2.2
Upper Quartile	39800	41700	43650	45600	47550	49500	51450	53350	55200	58750	63500	67350	70150	71950	72950	73350	73350	72750	63500	2.2
Median	37050	38850	40700	42550	44400	46250	48050	49850	51550	54800	59050	62250	64400	65600	66050	66000	65650	64500	56500	2.2
Lower Quartile	33600	35300	37000	38700	40400	42100	43750	45400	47000	49950	53750	56550	58350	59300	59550	59300	58850	57600	48100	2.2
Lower Decile	30800	32250	33750	35200	36650	38100	39500	40900	42200	44700	47850	50200	51750	52550	52800	52700	52350	51450	41050	2.2
Mean	36800	38600	40350	42150	43950	45750	47500	49250	50950	54200	58450	61850	64250	65800	66600	66800	66700	66000	56550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	42150	44800	47500	49850	52900	56550	58000	59950	63500	67100	69400	71950	76500	79800	83500	83250	83750	71450	
Upper Quartile	0	38500	42800	45150	47950	50400	53050	54500	57350	60200	63100	64650	66600	68850	71850	73450	74550	75950	63500	
Median	0	35400	40200	42100	44800	46950	49800	50550	53250	56250	58750	60100	61500	62800	64750	65050	66050	67900	56500	
Lower Quartile	0	33450	36600	38450	40300	42400	44650	45450	47900	51200	53650	55250	56350	57600	58650	58650	59250	59550	48100	
Lower Decile	0	31000	33900	34550	37000	38450	39500	40600	42200	45850	47700	49650	50700	51150	52500	52650	52300	52500	41050	
Mean	0	36150	39850	41650	44250	46300	48800	49850	52150	55500	58150	60050	61600	63450	65800	66950	67500	68250	56550	
Supporting Data																				
Total Number	191	302	621	734	1011	1083	1091	1057	1168	3094	2490	1838	1459	1263	1138	1051	967	1790	22350	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	3	
Less Than $22000	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

SALARY CURVES FOR ENGINEERS IN OTHER NON-MANUFACTURING INDUSTRIES
ALL ENGINEERS, ALL DEGREE LEVELS

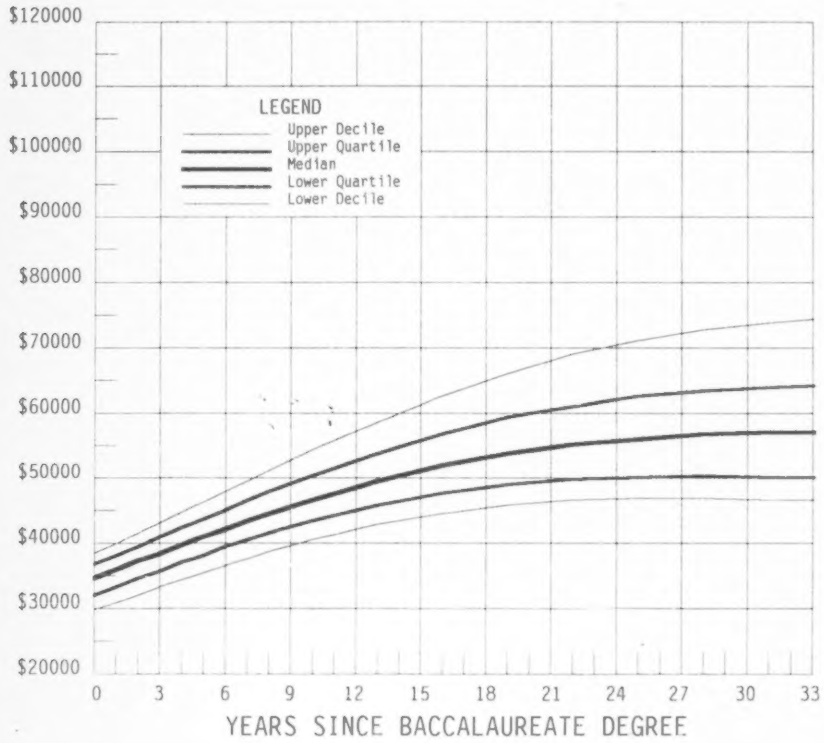


1991 ENGINEERING SALARY STATISTICS: OTHER NON-MANUFACTURING INDUSTRIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	56750	58950	61650	63600	64900	65600	65850	65800	65600	64950	63550	2.2
Upper Quartile	0	0	0	0	0	0	0	0	49300	52450	56500	59500	61400	62300	62500	62200	61650	60250	58050	2.2
Median	0	0	0	0	0	0	0	0	44850	47600	51100	53750	55600	56650	57050	57050	56800	55950	50950	2.2
Lower Quartile	0	0	0	0	0	0	0	0	41200	43250	46000	48200	49850	51000	51750	52150	52300	52300	42900	2.2
Lower Decile	0	0	0	0	0	0	0	0	38250	39800	41800	43350	44500	45300	45750	46050	46150	46100	38500	2.2
Mean	0	0	0	0	0	0	0	0	45800	48400	51750	54300	56000	56950	57350	57300	57050	56200	51100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	60000	0	57000	54400	62600	62000	70000	67450	66000	0	65200	63700	63550	
Upper Quartile	0	0	0	0	0	0	46250	0	50750	50500	58000	57350	63000	64650	61650	0	61000	60250	58050	
Median	0	0	0	0	0	0	43000	0	45900	45000	53500	51800	57350	59200	55500	0	55600	56350	50950	
Lower Quartile	0	0	0	0	0	0	40500	0	42100	41250	47000	46250	50000	56400	51750	0	52250	51300	42900	
Lower Decile	0	0	0	0	0	0	39000	0	38750	37200	42050	44000	47000	45200	48500	0	40550	48300	38500	
Mean	0	0	0	0	0	0	44750	0	46800	45650	53250	52300	59300	58900	56450	0	55750	56250	51100	
Supporting Data																				
Total Number	5	2	1	6	8	8	10	7	15	26	24	20	20	14	15	7	17	23	228	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

CURVES AND TABLES FOR GOVERNMENT

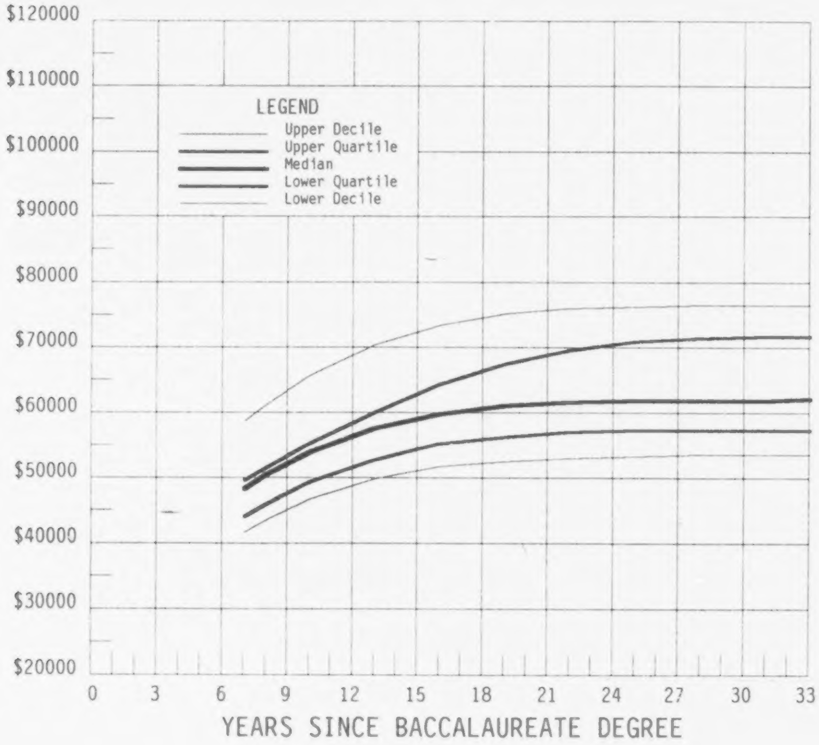
SALARY CURVES FOR ENGINEERS IN FEDERAL GOVERNMENT
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: FEDERAL GOVERNMENT

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38500	40050	41650	43250	44850	46500	48100	49700	51300	54400	58800	62750	66150	68950	71100	72750	73900	75400	62400	2.2
Upper Quartile	36800	38200	39600	41000	42400	43800	45200	46550	47900	50450	53950	56900	59350	61200	62550	63500	64100	64750	54000	2.2
Median	34700	35950	37250	38500	39750	41000	42200	43400	44550	46700	49600	52000	53850	55200	56100	56700	57000	57200	46200	2.2
Lower Quartile	32100	33350	34600	35800	37050	38200	39350	40450	41500	43500	45950	47850	49100	49900	50250	50300	50200	49700	40250	2.2
Lower Decile	29750	30950	32100	33300	34450	35550	36650	37700	38700	40550	42900	44650	45850	46550	46850	46850	46700	46200	36100	2.2
Mean	34350	35700	37050	38400	39750	41050	42350	43650	44900	47250	50450	53050	55050	56550	57500	58100	58400	58550	47700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36550	39150	40600	45150	45650	46400	46650	51250	51850	54850	60850	60650	62950	69300	71150	72800	74900	77300	62400	
Upper Quartile	31400	37400	39150	41000	43250	45000	45050	48200	48700	49400	54100	55750	57750	61150	62550	63500	65300	65850	54000	
Median	28500	34550	37200	39050	40350	42400	42850	43900	45400	45750	48850	51200	52250	54900	56500	58200	57800	57050	46200	
Lower Quartile	26450	30300	35350	36850	38200	39650	40950	41400	42250	42500	43650	47050	47950	49000	50150	52150	51100	50150	40250	
Lower Decile	23000	27550	32700	34250	35800	37950	38650	38750	39550	39550	40100	42700	44550	46400	47250	48200	47150	47200	36100	
Mean	29050	33950	37100	39200	40500	42000	42750	44750	45700	46500	49950	52050	53150	56150	57650	59000	59400	59300	47700	
Supporting Data																				
Total Number	237	294	336	353	378	437	342	303	317	509	398	439	433	434	460	377	275	289	6611	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	3	

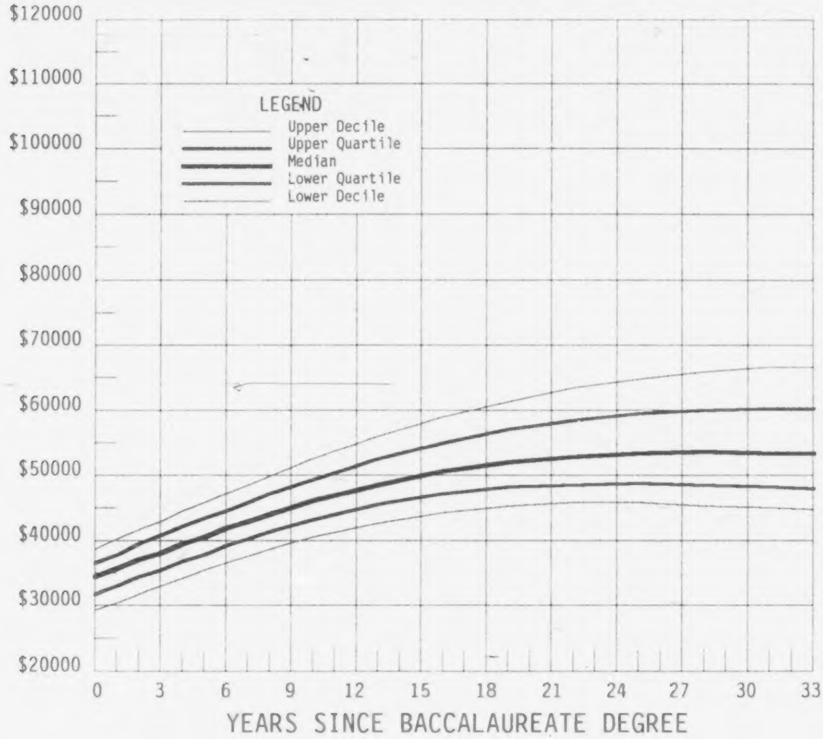
SALARY CURVES FOR ENGINEERS IN FEDERAL GOVERNMENT SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: FEDERAL GOVERNMENT, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	58600	61100	65500	70300	73350	75100	76000	76400	76550	76600	76600	75800	6.6
Upper Quartile	0	0	0	0	0	0	0	49650	51500	55100	60050	64200	67350	69550	70900	71600	71800	71550	66900	2.2
Median	0	0	0	0	0	0	0	48350	50450	53900	57550	59750	61000	61600	61900	62000	62000	62050	60000	6.6
Lower Quartile	0	0	0	0	0	0	0	44050	46000	49300	52850	55100	56350	56950	57250	57350	57400	57400	54300	6.6
Lower Decile	0	0	0	0	0	0	0	41500	43400	46550	49750	51650	52650	53150	53400	53500	53500	53550	50000	6.6
Mean	0	0	0	0	0	0	0	49250	51450	55100	59000	61350	62650	63300	63600	63750	63750	63800	61400	6.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	60400	62500	62950	74250	72800	69200	73850	76550	76850	83600	82500	75800	
Upper Quartile	0	0	0	0	0	0	0	52350	56350	58350	65750	61000	63050	66950	69450	71200	75350	78000	66900	
Median	0	0	0	0	0	0	0	50550	51600	53700	57450	56600	59350	60350	61950	62700	63800	69000	60000	
Lower Quartile	0	0	0	0	0	0	0	45400	48900	48400	51700	52900	54950	55600	57300	58550	60000	62100	54300	
Lower Decile	0	0	0	0	0	0	0	43850	45900	45600	48050	50050	51250	52400	54200	53800	53900	59000	50000	
Mean	0	0	0	0	0	0	0	51450	53150	54100	59450	59000	59750	61750	63800	64450	67500	69950	61400	
Supporting Data																				
Total Number	0	1	0	2	3	6	10	19	35	68	81	102	115	144	150	131	72	70	1009	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

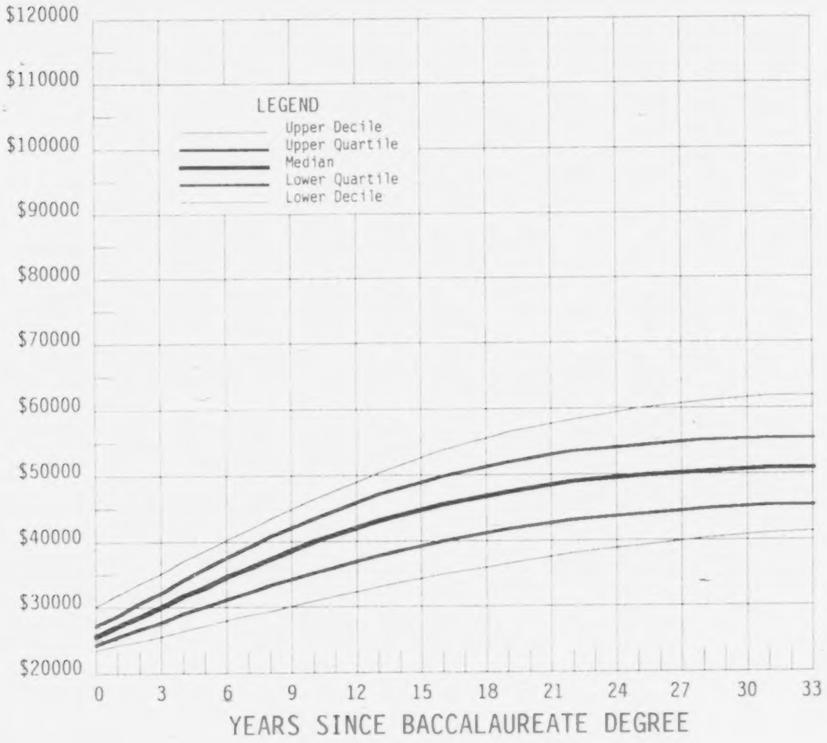
SALARY CURVES FOR ENGINEERS IN FEDERAL GOVERNMENT NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: FEDERAL GOVERNMENT, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38800	40200	41600	43050	44450	45850	47250	48600	49900	52450	55950	58950	61450	63400	64800	65850	66550	67300	57400	2.2
Upper Quartile	36650	38000	39350	40700	42050	43400	44650	45950	47150	49450	52550	55050	57000	58400	59350	59900	60200	60350	49900	2.2
Median	34450	35700	37000	38250	39450	40650	41850	42950	44050	46050	48600	50600	51950	52850	53300	53500	53450	53150	44500	2.2
Lower Quartile	31750	33050	34300	35550	36800	38000	39150	40250	41350	43250	45600	47250	48200	48650	48700	48500	48150	47350	39250	2.2
Lower Decile	29250	30500	31750	32950	34150	35350	36500	37550	38600	40500	42800	44400	45350	45750	45750	45450	45100	44200	34750	2.2
Mean	34200	35500	36800	38100	39350	40600	41850	43050	44200	46300	49100	51300	52900	53950	54550	54850	54950	54750	45250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36550	39100	40600	45100	45550	46300	46450	50500	49950	51800	55900	58050	58900	63450	64650	66100	69700	67500	57400	
Upper Quartile	31400	37350	39150	40950	43150	44950	44850	47850	47800	48350	51650	53800	54450	57800	59100	60700	62500	61750	49900	
Median	28500	34450	37200	39050	40300	42350	42750	43650	44800	45000	47300	49600	49800	51200	53500	55350	54950	54200	44500	
Lower Quartile	26450	30300	35350	36850	38200	39600	40800	41250	41950	42050	42650	45650	47000	47900	48600	49750	49250	48900	39250	
Lower Decile	23000	27550	32700	34250	35750	37900	38600	38650	39300	39050	39350	41950	43600	45050	46000	47350	45850	46100	34750	
Mean	29050	33950	37100	39100	40400	41950	42550	44300	44750	45300	47500	49950	50750	53350	54650	56050	56500	55900	45250	
Supporting Data																				
Total Number	237	293	336	351	375	431	332	284	282	441	317	337	318	290	310	246	203	219	5602	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	3	

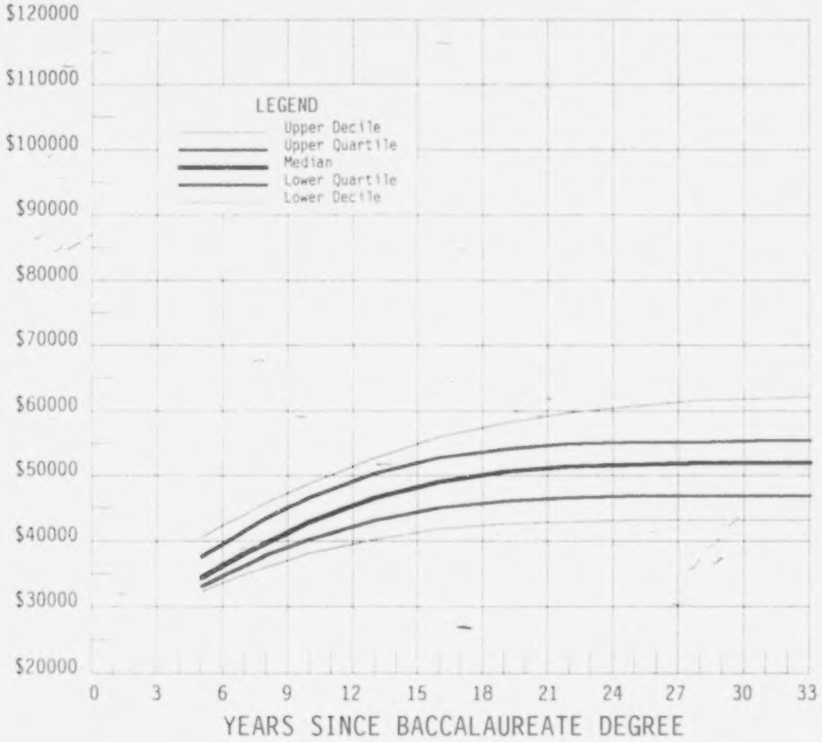
SALARY CURVES FOR ENGINEERS IN STATE GOVERNMENT
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: STATE GOVERNMENT

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	30250	31950	33600	35300	37000	38650	40300	41900	43450	46400	50400	53750	56450	58500	60050	61050	61750	62350	55550	3.4
Upper Quartile	27100	28850	30650	32400	34150	35900	37550	39150	40700	43550	47150	49950	52050	53550	54500	55100	55400	55600	49750	4.2
Median	25550	27100	28650	30200	31700	33200	34650	36050	37400	39950	43150	45700	47600	49000	49900	50500	50850	51100	41750	4.0
Lower Quartile	24350	25500	26650	27800	28950	30100	31200	32250	33300	35300	37900	40050	41800	43100	44100	44800	45250	45750	33850	3.0
Lower Decile	23400	24150	24900	25650	26450	27200	27950	28700	29450	30900	33000	34900	36600	38050	39300	40300	41050	42200	27900	2.2
Mean	26150	27550	28900	30300	31650	33000	34350	35600	36850	39250	42400	45000	47050	48650	49800	50600	51100	51550	42100	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	30850	31050	32200	35400	36000	37550	42650	43450	43350	45750	50850	53500	55600	61150	59650	62050	59650	63150	55550	
Upper Quartile	27000	28350	30900	32550	34300	35750	39300	40300	40250	42150	46000	48900	52150	55000	55650	55550	55700	54400	49750	
Median	25450	26950	28650	30300	31150	34200	35750	37100	37500	38600	42200	44550	47700	50450	53050	52050	50100	48350	41750	
Lower Quartile	24600	25550	25500	28150	28200	31000	31900	34150	33150	33900	36750	39600	43050	44800	46200	45900	44250	43050	33850	
Lower Decile	24150	24100	24250	26050	26000	27100	27500	27650	29100	29500	34050	34700	38550	38750	41650	40950	41100	38550	27900	
Mean	26250	27200	28350	30600	31200	33300	35700	36800	36700	38100	41800	44100	47400	50050	51450	51950	50050	49850	42100	
Supporting Data																				
Total Number	34	34	55	52	61	58	78	51	51	127	83	97	119	100	101	89	125	93	1408	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

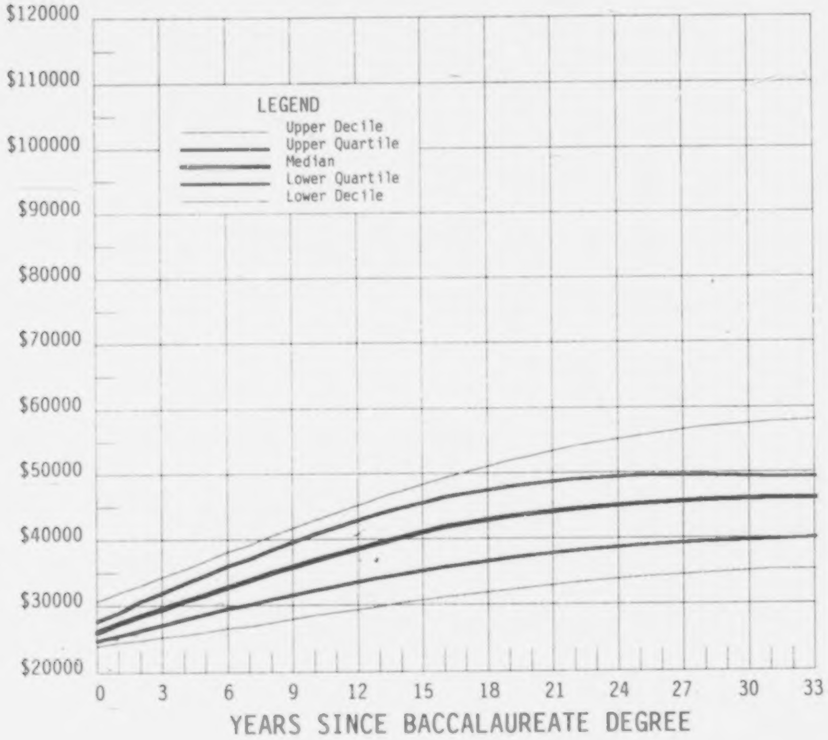
SALARY CURVES FOR ENGINEERS IN STATE GOVERNMENT SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: STATE GOVERNMENT, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	40500	42350	44100	45750	48850	52800	55900	58200	59800	60900	61600	62000	62300	58700	4.0
Upper Quartile	0	0	0	0	0	37550	39600	41500	43350	46550	50300	52700	54100	54850	55200	55300	55350	55350	54450	6.6
Median	0	0	0	0	0	34450	36300	38100	39850	43000	46700	49200	50700	51450	51800	51950	52000	52000	48700	6.6
Lower Quartile	0	0	0	0	0	33200	34800	36350	37750	40300	43150	45000	46050	46600	46850	46950	47000	47000	43050	6.6
Lower Decile	0	0	0	0	0	32200	33600	34950	36100	38150	40400	41800	42600	43050	43200	43300	43300	43300	38250	6.6
Mean	0	0	0	0	0	35300	37100	38850	40550	43550	47050	49400	50750	51500	51800	51950	52000	52000	48950	6.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	37850	46100	48500	45050	47600	52800	54650	57250	62750	60250	62550	59850	65100	58700	
Upper Quartile	0	0	0	0	0	37200	43250	42900	42750	44950	48700	50750	53650	56000	56550	55950	55800	55400	54450	
Median	0	0	0	0	0	36150	39500	38500	40100	40650	45200	46150	50400	53300	54200	53750	52600	49800	48700	
Lower Quartile	0	0	0	0	0	34700	36500	37050	38150	38250	42550	43200	46000	48000	49450	48950	46000	44550	43050	
Lower Decile	0	0	0	0	0	33500	34600	36450	36300	36100	40300	41250	42550	44650	43850	44550	42750	41700	38250	
Mean	0	0	0	0	0	35950	39950	40750	40400	41500	45700	46700	50150	53300	53300	53850	51750	51900	48950	
Supporting Data																				
Total Number	0	0	0	3	8	15	19	15	13	54	43	61	81	72	77	65	85	49	660	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

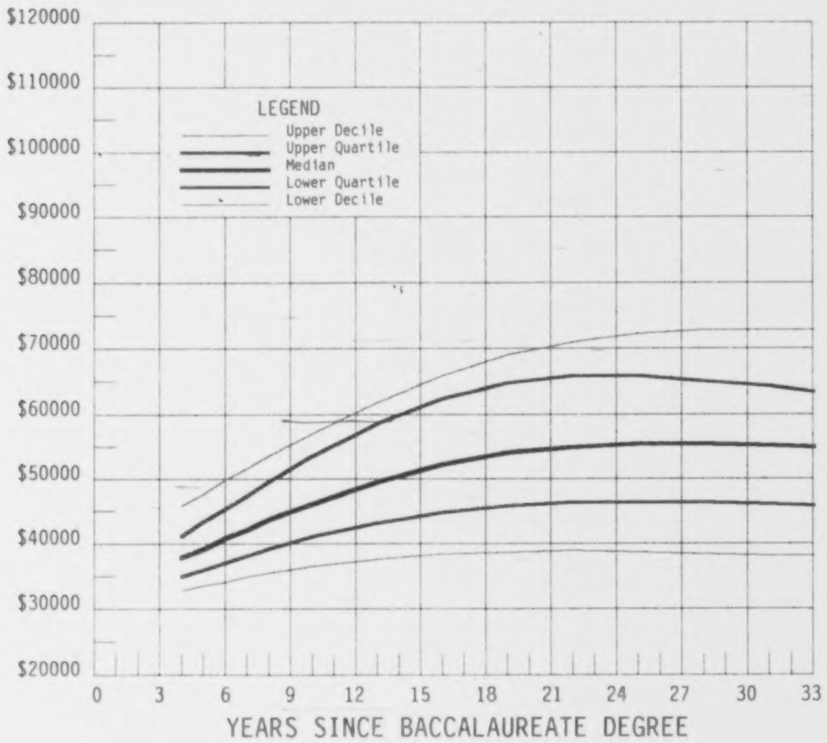
SALARY CURVES FOR ENGINEERS IN STATE GOVERNMENT
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: STATE GOVERNMENT, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	30750	31950	33150	34400	35600	36850	38100	39300	40550	42900	46300	49300	51900	54050	55750	57000	57950	59150	47900	2.2
Upper Quartile	27850	29200	30550	31900	33250	34600	35900	37200	38500	40850	44000	46400	48050	49050	49500	49550	49400	48700	40950	2.2
Median	26250	27350	28450	29550	30650	31750	32850	33900	34950	36900	39550	41750	43450	44650	45450	45900	46100	46150	34750	2.2
Lower Quartile	24750	25600	26400	27200	28000	28750	29500	30250	31000	32400	34250	35850	37150	38150	38900	39450	39800	40200	29450	2.2
Lower Decile	24100	24450	24800	25250	25650	26100	26550	27000	27500	28450	29850	31200	32400	33400	34200	34800	35200	35600	26000	3.4
Mean	26700	27700	28700	29750	30750	31750	32700	33700	34650	36450	38900	41000	42700	44000	44950	45600	46000	46400	36050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	30850	31050	32200	34750	35400	35950	40300	42050	41300	43150	45000	49050	48600	51200	51950	58400	59350	62100	47900	
Upper Quartile	27000	28350	30900	31950	33950	35050	38050	39650	39350	39950	41000	45000	46050	47000	49550	49500	50000	51000	40950	
Median	25450	26950	28650	30100	29900	33100	34850	35350	35650	36100	38000	38850	42800	42800	47000	45500	47000	47500	34750	
Lower Quartile	24600	25550	25500	28050	27800	29400	30950	30650	31400	30900	34350	35500	37650	36000	40400	39800	40000	40400	29450	
Lower Decile	24150	24100	24250	25950	25650	26500	26750	27050	27850	27700	30800	30600	31200	31600	38250	37600	34000	35600	26000	
Mean	26250	27200	28350	30350	30550	32350	34350	35200	35450	35600	37650	39700	41600	41650	45500	46800	46500	47550	36050	
Supporting Data																				
Total Number	34	34	55	49	53	43	59	36	38	73	40	36	38	28	24	24	40	44	748	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

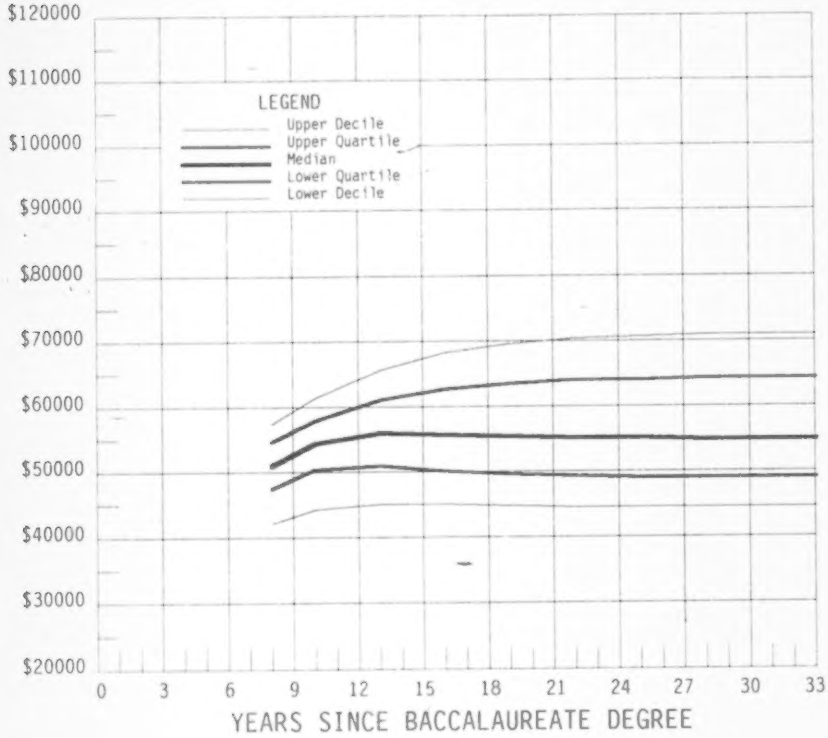
SALARY CURVES FOR ENGINEERS IN LOCAL GOVERNMENT
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: LOCAL GOVERNMENT

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	45900	47850	49750	51650	53550	57150	62000	66000	68950	71000	72150	72700	72800	72350	61600	2.2
Upper Quartile	0	0	0	0	41200	43350	45450	47550	49650	53550	58650	62450	64750	65750	65750	65100	64150	61950	52350	2.2
Median	0	0	0	0	37750	39300	40750	42200	43650	46250	49700	52300	54050	55050	55450	55400	55150	54300	42900	2.2
Lower Quartile	0	0	0	0	34950	36050	37150	38200	39150	41000	43200	44850	45850	46400	46500	46400	46150	45500	36100	2.2
Lower Decile	0	0	0	0	32800	33550	34250	34900	35450	36500	37700	38400	38800	38850	38750	38500	38250	37650	31000	2.2
Mean	0	0	0	0	38400	39900	41400	42900	44300	47000	50450	53100	54900	55950	56400	56450	56200	55400	45250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	32800	0	42050	0	44900	39800	51900	47000	59000	62850	54800	56800	68000	77600	58000	79600	66400	83500	61600	
Upper Quartile	30250	0	35750	0	39900	38000	48600	43250	56000	59300	50000	54000	64000	66000	52250	76000	62800	72000	52350	
Median	29250	0	33650	0	36500	36500	43150	39500	50600	46250	43550	47000	56000	53750	48900	61350	60000	56000	42900	
Lower Quartile	28450	0	30900	0	34850	32000	39700	31650	43000	41400	41000	41000	44000	45100	45750	47000	52250	45500	36100	
Lower Decile	27750	0	29300	0	33600	30200	36500	30650	36000	36700	33400	38600	38000	38400	43250	38600	45200	33600	31000	
Mean	29950	0	34200	0	37550	35450	43850	38600	49300	49750	44750	47150	54050	56050	50150	60350	58050	59450	45250	
Supporting Data																				
Total Number	26	5	23	4	66	12	63	10	40	37	24	16	20	34	15	12	14	16	437	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN LOCAL GOVERNMENT SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: LOCAL GOVERNMENT, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	57400	61250	65500	68150	69600	70400	70750	70900	70900	70950	67200	6.6
Upper Quartile	0	0	0	0	0	0	0	0	54650	57950	61050	62700	63550	63950	64100	64200	64200	64200	59100	6.6
Median	0	0	0	0	0	0	0	0	50950	54400	55900	55800	55500	55250	55100	55050	55050	55050	51300	6.6
Lower Quartile	0	0	0	0	0	0	0	0	47600	50300	50900	50250	49650	49250	49050	49000	48950	48950	44700	6.6
Lower Decile	0	0	0	0	0	0	0	0	42250	44250	45100	44950	44750	44600	44500	44450	44450	44450	40250	6.6
Mean	0	0	0	0	0	0	0	0	50550	53650	55950	56800	57100	57200	57200	57250	57250	57250	53000	6.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	52200	0	59450	64200	58000	58000	71200	78200	59600	0	67200	84500	67200	
Upper Quartile	0	0	0	0	0	0	49450	0	57100	61800	51250	55500	66650	68000	53750	0	63200	80000	59100	
Median	0	0	0	0	0	0	44000	0	52700	58550	46250	53000	62650	55000	49600	0	60800	58000	51300	
Lower Quartile	0	0	0	0	0	0	41300	0	48600	55600	42300	48500	56000	50000	47550	0	54000	47000	44700	
Lower Decile	0	0	0	0	0	0	37700	0	44300	45350	40250	41000	45800	43400	45650	0	51800	44300	40250	
Mean	0	0	0	0	0	0	44950	0	52500	57400	47450	50400	61050	58600	51850	0	60400	63450	53000	
Supporting Data																				
Total Number	0	0	0	0	1	3	54	1	31	19	15	10	12	28	11	9	12	12	218	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

APPENDICES:

List of Survey Participants, by Industry Sector

Copies of the Survey Instruments

Blank Form for Plotting Curves

1991 SALARY SURVEY PARTICIPANTS, BY INDUSTRY SECTORS

AEROSPACE

Aeronca, Inc., Aerospace Division, Middletown, Ohio
CAE-Link Corporation, Houston, Texas
Cleveland Pneumatic Company, Henley Group, Cleveland, Ohio
Contraves U.S.A., Pittsburgh, Pennsylvania (also classed with Electrical Machinery, Electronic Equipment)
Cox & Company, Inc., New York, New York (also classed with Electronic Equipment)
Dynamic Controls Corporation, South Windsor, Connecticut (primary classification: Electronic Equipment)
FL Aerospace Corp., Grimes Division, Urbana, Ohio (also classed with Electronic Equipment, Fabricated Metal Products)
General Dynamics, Fort Worth Division, Fort Worth, Texas (also classed with Electronic Equipment)
Grumman Corporation, Bethpage, New York (also classed with Electronic Equipment)
Howmet Corporation, Dover Casting Division, Dover, New Jersey
Learjet Corporation, Wichita, Kansas
Litton Instruments & Life Support, Davenport, Iowa (also classed with Electronic Equipment)
Loral Defense Systems, Litchfield Park, Arizona
Micro Craft, Inc., Tullahoma, Tennessee (four locations; also classed with Fabricated Metal Products)
Rocket Research Company, Redmond, Washington (primary classification: Research Organizations)
Swales & Associates, Beltsville, Maryland (primary classification: Engineering Services)
Teledyne Brown Engineering, Aerospace Group, Huntsville, Alabama
Teledyne Brown Engineering, R & D Group, Huntsville, Alabama (primary classification: Research Organizations)

CHEMICALS, DRUGS & PLASTICS

Air Products & Chemicals, Inc., Allentown, Pennsylvania (also classed with Electrical Machinery, Non-Electric Machinery)
Chevron Corporation, San Francisco, California (primary classification: Petroleum)
Cook Composites & Polymers, Port Washington, Wisconsin
Dow Chemical U.S.A., Midland, Michigan
Dow Corning Corporation, Midland, Michigan
E. I. duPont de Nemours & Co., Wilmington, Delaware
Haldor Topsoe Inc., Houston, Texas (also classed with Consulting Services)
Henkel Corporation, Ambler, Pennsylvania
Hilton-Davis Company, Cincinnati, Ohio
Martin Marietta Energy Systems, Inc., Piketon, Ohio
Mississippi Chemical Corporation, Yazoo City, Mississippi
Mobil Corporation, Fairfax, Virginia (primary classification: Petroleum)
Napp Chemicals, Lodi, New Jersey
National Starch & Chemical Company, Bridgewater, New Jersey
Rohm & Haas Company, Philadelphia, Pennsylvania
Scott Gases, Inc., Plumsteadville, Pennsylvania
W. R. Grace & Company, Construction Products Division, Cambridge, Massachusetts

COMMUNICATION SERVICES

Carolina Telephone & Telegraph Co., Tarboro, North Carolina
Chiyoda International Company, Seattle, Washington (primary classification: Engineering Services)
Lincoln Telephone & Telegraph Co., Lincoln, Nebraska
MCI Communications Corporation, Washington, D.C.
Michigan Bell Telephone Company, Detroit, Michigan
Quintron Systems, Inc., Vandenberg AFB, California
U. S. West Communications, Seattle, Washington

COMPUTING SYSTEMS (including either hardware or software)

Civilsoft, Orange, California
Colorado Memory Systems, Loveland, Colorado
Computer Sciences Corporation, Special Products Division, Falls Church, Virginia (also classed with Engineering Services)
Eyring Research Institute, Inc., Provo, Utah (primary classification: Engineering Services)
Harris Corporation, Government Support Systems Division, Syosset, New York (primary classification: Electronic Equipment)
Hughes Network Systems, Germantown, Maryland
Kaypro Corporation, San Diego, California
Optical Research Associates, Pasadena, California (primary classification: Engineering Services)
Racal Corporation, Sunrise, Florida (primary classification: Electronic Equipment)
Summagraphics Corporation, Fairfield, Connecticut
Technadyne Engineering Consultants, Albuquerque, New Mexico (primary classification: Consulting Services)
Unisys Corporation, Farmington, New Jersey

CONSTRUCTION

CBI Industries, Inc., Oakbrook, Illinois (also classed with Engineering Services)
Centerline Engineering Corporation, Wexford, Pennsylvania (primary classification: Consulting Services)
Ebasco Services, Inc., New York, New York (primary classification: Consulting Services)
Kaiser Engineers/Hanford, Richland, Washington (also classed with Engineering Services)
Kiewit Construction Group, Inc., Omaha, Nebraska
Nolte & Associates, San Jose, California (primary classification: Consulting Services)
Riley Consolidated, Inc, Worchester, Massachusetts (primary classification: Engineering Services)
Schnabel Foundation Company, Sterling, Virginia
Sverdrup Corporation, Maryland Heights, Missouri (primary classification: Consulting Services)
Sverdrup Corporation, St. Louis, Missouri (12 locations; primary classification: Engineering Services)
W. M. Lyles Co., Fresno, California (also classed with Environmental Services, Gas Utilities)

CONSULTING SERVICES

Acres International Corporation, Amherst, New York
ANCO Engineers, Inc., Culver City, California (also classed with Research Organizations)
Boyd, Brown, Stude & Cambern, Kansas City, Missouri
Brown & Root Braun, Alhambra, California (primary classification: Engineering Services)
Burgess & Niple, Columbus, Ohio
Centerline Engineering Corporation, Wexford, Pennsylvania (also classed with Construction)
CH2M Hill, Inc., Englewood, Colorado (also classed with Engineering Services)
Chen-Northern, Inc., Denver, Colorado (also classed with Engineering Services)
Chiyoda International Company, Seattle, Washington (primary classification: Engineering Services)
Clyde E. Williams & Associates, South Bend, Indiana (also classed with Environmental Services)
Design Automation, Inc., Lexington, Massachusetts (also classed with Electronic Equipment, Research Organizations)
Dewberry & Davis, Fairfax, Virginia (also classed with Engineering Services)
Ebasco Services, Inc., New York, New York (also classed with Construction, Engineering Services)
ETEC, Irvine, California (also classed with Environmental Services)
F. X. Browne Associates, Inc., Lansdale, Pennsylvania (also classed with Environmental Services)
Farris Engineering, Inc., Omaha, Nebraska
Fay, Spofford & Thorndike, Inc., Lexington, Massachusetts
Foster-Miller, Inc., Waltham, Massachusetts (primary classification: Research Organizations)
Franzoy-Corey Engineering Company, Phoenix, Arizona
Fugro-McClelland, Inc., Houston, Texas (also classed with Engineering Services, Environmental Services)
FW Management Operations Ltd., Houston, Texas (primary classification: Engineering Services)
Gannett Fleming, Harrisburg, Pennsylvania
Glosten Associates, Seattle, Washington (also classed with Engineering Services)

Goodkind & O'Dea, Inc., Rutherford, New Jersey
Graef, Anhalt, Schloemer & Associates, Milwaukee, Wisconsin (also classed with Engineering Services)
Greeley and Hansen, Chicago, Illinois
Haldor Topsoe, Inc., Houston, Texas (primary classification: Chemicals, Drugs & Plastics)
Hardesty & Hanover Consulting Engineers, New York, New York
Harland Bartholomew & Associates, Memphis, Tennessee
HNTB, Inc., Kansas City, Missouri
Jacobs Associates, San Francisco, California
Jahnke & Jahnke Associates, Inc., Waukesha, Wisconsin
Kennedy/Jenks/Chilton, Inc., San Francisco, California
Lawler, Matusky & Skelby Engineers, Pearl River, New York (also classed with Environmental Services, Research Organizations)
Maybeck, Bucher & Volland Consulting Engineers, P.C., Rochester, New York
McCrone, Inc., Annapolis, Maryland (also classed with Engineering Services)
Nielsen-Wurster Group, Inc., Belle Meade, New Jersey
Nolte & Associates, San Jose, California (also classed with Construction, Engineering Services)
Norris-Repke, Inc., Tustin, California (also classed with Engineering Services)
Port Authority of New York & New Jersey, New York, New York
Rushmore Engineering, Rushmore Electric Power Cooperative, Rapid City, South Dakota (primary classification: Electric Utilities)
Sargent & Lundy, Chicago, Illinois
Schaaf & Wheeler, San Jose, California
SDRC Engineering Services Division, Western Regional Operations, San Diego, California (primary classification: Engineering Services)
Southern Engineering Company, Atlanta, Georgia (also classed with Electric Utilities)
Stanley Consultants Inc., Muscatine, Iowa
Sverdrup Corporation, Maryland Heights, Missouri (also classed with Construction)
Sverdrup Corporation, White Plains, New York
Technadyne Engineering Consultants, Albuquerque, New Mexico (also classed with Computing Systems)
Western Technologies, Inc., Phoenix, Arizona (also classed with Engineering Services, Environmental Services)
Wright-Pierce Engineers, Topsham, Maine (also classed with Environmental Services)

ELECTRIC UTILITIES

American Electric Power Service Corporation, Columbus, Ohio
Appalachian Power Company, Poanoke, Virginia
Arkansas Power & Light Company, Little Rock, Arkansas
Blount Energy Resources Corp., Montgomery, Alabama (also classed with Environmental Services)
Boston Edison, Boston, Massachusetts
Cajun Electric Power Cooperative, Inc., Baton Rouge, Louisiana
Carolina Power & Light Company, Raleigh, North Carolina
Central Nebraska Public Power & Irrigation District, Holdrege, Nebraska
City Public Service Board, San Antonio, Texas
Commonwealth Edison Company, Chicago, Illinois
Commonwealth Electric Company, Wareham, Massachusetts
Cooperative Power Association, Eden Prairie, Minnesota
Deseret Generation & Transmission Co., Sandy, Utah
Detroit Edison, Detroit, Michigan
Electric Power of Chattanooga, Chattanooga, Tennessee
Entergy Operations, Inc., Jackson, Mississippi
Florida Power & Light Company, Miami, Florida
Indianapolis Power & Light Company, Indianapolis, Indiana
Iowa Power, Inc., Des Moines, Iowa
Iowa-Illinois Gas & Electric Co., Davenport, Iowa
Metropolitan Edison Company, Reading, Pennsylvania
Minnesota Power, Duluth, Minnesota
Nebraska Public Power District, Columbus, Nebraska

New York State Electric & Gas Corp., Binghamton, New York
Niagara Mohawk Power Corporation, Syracuse, New York
Northern Neck Electric Cooperative, Warsaw, Virginia
Northwestern Wisconsin Electric Co., Grantsburg, Wisconsin
PA Power & Light Company, Allentown, Pennsylvania
Pacific Generation Company, Portland, Oregon
Potomac Edison Company, Hagerstown, Maryland
Rushmore Engineering, Rushmore Electric Power Cooperative, Rapid City, South Dakota (also classed with Consulting Services)
South Carolina Electric & Gas Co., Columbia, South Carolina
Southern Engineering Company, Atlanta, Georgia (primary classification: Consulting Services)
Springfield Utility Board, Springfield, Oregon
St. Johns River Power Park, Jacksonville, Florida
Tampa Electric Company, Tampa, Florida
Union Electric Company, St. Louis, Missouri
Upper Peninsula Power Company, Houghton, Michigan
Virginia Power, Richmond, Virginia
Wisconsin Electric Power Company, Milwaukee, Wisconsin

ELECTRICAL MACHINERY

ADT Security Systems, Inc., Parsippany, New Jersey
Air Products & Chemicals, Inc., Allentown, Pennsylvania (primary classification: Chemicals, Drugs & Plastics)
Allen-Bradley Company, Milwaukee, Wisconsin (primary classification: Electronic Equipment)
Contraves U.S.A., Pittsburgh, Pennsylvania (primary classification: Aerospace)
BIW Cable Systems, North Dighton, Massachusetts
Hoover Company, North Canton, Ohio
Kennall Manufacturing Company, Chicago, Illinois
Lutron Electronics Company, Inc., Coopersburg, Pennsylvania
MagneTek, New Berlin, Wisconsin (also classed with Electronic Equipment)
Maytag Company, Newton, Ohio
Milwaukee Electric Tool Corporation, Brookfield, Wisconsin
S&C Electric Company, Chicago, Illinois
Whirlpool Corporation, Benton Harbor, Michigan

ELECTRONIC EQUIPMENT

Abbott Electronics, Inc., Los Angeles, California
Allen-Bradley Company, Milwaukee, Wisconsin (also classed with Electrical Machinery)
Alpha Industries, Inc., Woburn, Massachusetts
American Telephone & Telegraph Co., Bernardsville, New Jersey
AMP Incorporated, Harrisburg, Pennsylvania (also classed with Fabricated Metal Products)
Andrew Corporation, Orland Park, Illinois
Belfort Instrument Division of Transtechnology Corp., Baltimore, Maryland
Burleigh Instruments, Inc., Fishers, New York
Charleswater Products, West Newton, Massachusetts
Contraves U.S.A., Pittsburgh, Pennsylvania (primary classification: Aerospace)
Cox & Company, Inc., New York, New York (primary classification: Aerospace)
Design Automation, Inc., Lexington, Massachusetts (primary classification: Consulting Services)
Diagnostic Retrieval Systems, Oakland, New Jersey
Dynamic Controls Corporation, South Windsor, Connecticut (also classed with Aerospace)
Emerson Industrial Controls, Grand Island, New York
FL Aerospace Corp., Grimes Division, Urbana, Ohio (primary classification: Aerospace)
General Dynamics, Fort Worth Division, Fort Worth, Texas (primary classification: Aerospace)
Grumman Corporation, Bethpage, New York (primary classification: Aerospace)
Hach Company, Loveland, Colorado

Harris Corporation, Government Support Systems Division, Syosset, New York (also classed with Computing Systems)
Hazeltine Corporation, Greenlawn, New York
Hydroacoustics, Inc., Rochester, New York (also classed with Research Organizations)
ISCO, Inc., Lincoln, Nebraska
Keltron Corporation, Waltham, Massachusetts
Litton Instruments & Life Support, Davenport, Iowa (primary classification: Aerospace)
LNR Communications, Inc., Hauppauge, New York
Magnavox Electronic Systems Company, Fort Wayne, Indiana
Magnavox Electronic Systems Company, Sterling, Virginia
MagneTek, New Berlin, Wisconsin (primary classification: Electrical Machinery)
Northrop Corporation, Defense Systems Division, Rolling Meadows, Illinois
Polyspede Electronics Corporation, Dallas, Texas
R. L. Drake Company, Franklin, Ohio
Racal Corporation, Sunrise, Florida
Rockwell International-Collins Commercial Avionics, Cedar Rapids, Iowa
Teledyne Avionics, Charlottesville, Virginia
Teledyne/Lewisburg, Lewisburg, Tennessee

ENGINEERING SERVICES

BDM International, Inc., McLean, Virginia
Brown & Root Braun, Alhambra, California (also classed with Consulting Services)
C & I Engineering, Louisville, Kentucky
CBI Industries, Inc., Oakbrook, Illinois (primary classification: Construction)
CH2M Hill, Inc., Englewood, Colorado (primary classification: Consulting Services)
Chen-Northern, Inc., Denver, Colorado (primary classification: Consulting Services)
Chiyoda International Company, Seattle, Washington (also classed with Communication Services, Consulting Services)
Computer Sciences Corporation, Special Products Division, Falls Church, Virginia (primary classification: Computing Systems)
Creare, Inc., Hanover, New Hampshire
Crown Iron Works, Minneapolis, Minnesota (primary classification: Non-Electric Machinery)
Dewberry & Davis, Fairfax, Virginia (primary classification: Consulting Services)
Ebasco Services, Inc., New York, New York (primary classification: Consulting Services)
Eyring Research Institute, Inc., Provo, Utah (also classed with Computing Systems)
Fugro-McClelland, Inc., Houston, Texas (primary classification: Consulting Services)
FW Management Operations Ltd., Houston, Texas (also classed with Consulting Services)
G. E. Nuclear Energy, San Jose, California
General Dynamics Corporation, Electric Boat Division, Groton, Connecticut (primary classification: Transportation Equipment)
General Research Corporation, McLean, Virginia
Glosten Associates, Seattle, Washington (primary classfication: Consulting Services)
Graef, Anhalt, Schloemer & Associates, Milwaukee, Wisconsin (primary classification: Consulting Services)
IAP Research Inc., Dayton, Ohio (primary classification: Research Organizations)
Kaiser Engineers/Hanford, Richland, Washington (primary classification: Construction)
Keren Developments, Inc., Tarrytown, New York
McCrone, Inc., Annapolis, Maryland (primary classification: Consulting Services)
Micro Craft, Inc., Tullahoma, Tennessee (four locations; primary classification: Aerospace)
Nolte & Associates, San Jose, California (primary classification: Consulting Services)
Norris-Repke, Inc., Tustin, California (primary classification: Consulting Services)
Optical Research Associates, Pasadena, California (also classed with Computing Systems)
Re/Spec, Inc., Rapid City, South Dakota (primary classification: Research Organizations)
Riley Consolidated, Inc, Worchester, Massachusetts (also classed with Construction)
SDRC Engineering Services Division, Western Regional Operations, San Diego, California (also classed with Consulting Services)
Sverdrup Corporation, St. Louis, Missouri (12 locations; also classed with Construction)

Swales & Associates, Beltsville, Maryland (also classed with Aerospace)
Univ. of Tennessee Space Institute, Energy Conservation Program, Tullahoma, Tennessee (primary classification: Research Organizations)
Western Technologies, Inc., Phoenix, Arizona (primary classification: Consulting Services)
Westinghouse Electric Corporation, Energy Systems Business Unit, Pittsburgh, Pennsylvania
Westinghouse Hanford Company, Richland, Washington

ENVIRONMENTAL SERVICES

Blount Energy Resources Corp., Montgomery, Alabama (primary classification: Electric Utilities)
Clyde E. Williams & Associates, South Bend, Indiana (primary classification: Consulting Services)
ETEC, Irvine, California (primary classification: Consulting Services)
F. X. Browne Associates, Inc., Lansdale, Pennsylvania (primary classification: Consulting Services)
Fugro-McClelland, Inc., Houston, Texas (primary classification: Consulting Services)
Lawler, Matusky & Skelby Engineers, Pearl River, New York (primary classification: Consulting Services)
Re/Spec, Inc., Rapid City, South Dakota (primary classification: Consulting Services)
W. M. Lyles Co., Fresno, California (primary classification: Construction)
Western Technologies, Inc., Phoenix, Arizona (primary classification: Consulting Services)
Wright-Pierce Engineers, Topsham, Maine (primary classification: Consulting Services)

FABRICATED METAL PRODUCTS

AMP Incorporated, Harrisburg, Pennsylvania (primary classification: Electronic Equipment)
Automatic Feed Company, Napoleon, Ohio (primary classification: Non-Electric Machinery)
Bloom Engineering Company Inc., Pittsburgh, Pennsylvania
Carpenter Technology Corporation, Reading, Pennsylvania (primary classification: Other Durable Goods Manufacturers)
Dover Corporation, Bernard Division, Beecher, Illinois
Duo-Fast Corporation, Franklin Park, Illinois
FL Aerospace Corp, Grimes Division, Urbana, Ohio (primary classification: Aerospace)
Imo Industries, Inc. Delaval Condenser Division, Florence, New Jersey
Kason Merchandising Fixtures, Inc., Binghamton, New York
Manning & Lewis Engineering Company, Union, New Jersey
Micro Craft, Inc., Tullahoma, Tennessee (four locations; primary classification: Aerospace)
Murry Onio Manufacturing Co., Brentwood, Tennessee
Nordyne, St. Louis, Missouri
Norris Division of NI Industries, Inc., Los Angeles, California
PMI Food Equipment Group, Troy, Ohio
R. D. Werner Company, Inc., Greenville, Pennsylvania
Schramm, Inc., West Chester, Pennsylvania (primary classification: Non-Electric Machinery)
Schwinn Bicycle Company, Chicago, Illinois
Snyder General Corporation, Minneapolis, Minnesota
Sundstrand Corporation, Fluid Handling Division, Arvada, Colorado (primary classification: Non-Electric Machinery)
The Timken Company, North Canton, Ohio
Torrington Company, Torrington, Connecticut
Zeller Corporation, Defiance, Ohio (also classed with Transportation Equipment)

GAS UTILITIES

Battle Creek Gas Company, Battle Creek, Michigan (also classed with Petroleum)
CNG Transmission Corporation, Clarksburg, West Virginia
St. Lawrence Gas Company, Inc., Massena, New York
Texas Gas Transmission Corporation, Owensboro, Kentucky
W. M. Lyles Co., Fresno, California (primary classification: Construction)
Washington Gas Light Company, Springfield, Virginia

OTHER DURABLE GOODS MANUFACTURERS

A. P. Green Industries, Mexico, Missouri
Carpenter Technology Corporation, Reading, Pennsylvania (also classed with Fabricated Metal Products)
Easco Hand Tools, Inc., Massachusetts Division, Springfield, Massachusetts
Ford New Holland, Inc., New Holland, Pennsylvania
Hecla Mining Company, Coeur d'Alene, Idaho
Kiewit Mining Group, Inc., Omaha, Nebraska
Kimble Glass, Inc., Subsidiary of Owens-Illinois, Inc., Vineland, New Jersey
Lord Corporation, Erie, Pennsylvania
Martin Marietta Energy Systems, Inc., Oak Ridge, Tennessee
National Steel Corporation, Trenton, Michigan
Radiation Systems, Inc., SatCom Technologies Division, Duluth, Georgia
Raymond Corporation, Greene, New York
Stockham Valves & Fittings, Inc., Birmingham, Alabama
U. S. Reduction Company, Munster, Indiana

OTHER NONDURABLE GOODS MANUFACTURERS

American Tobacco Company, Engineering Services, Chester, Virginia
Carbo Medics Inc., Austin, Texas
Central Soya Company, Inc., Fort Wayne, Indiana
Colgate-Palmolive Company, Corporate Technology Group, Piscataway, New Jersey
Consolidated Papers, Inc., Wisconsin Rapids, Wisconsin
Fieldcrest Cannon, Inc., Eden, North Carolina
Georgia-Pacific Corp., Big Island, Virginia
Kimberly-Clark Corporation, Dallas, Texas

OTHER NON-MANUFACTURING (Business Services, Trade, Publishing, and Professional Organizations)

Allendale Mutual Insurance Company, Johnston, Rhode Island
American Society of Agricultural Engineers, St. Joseph, Minnesota
American Water Works Service Co., Voorhees, New Jersey
Arkwright Mutual Insurance Co., Waltham, Massachusetts
Blount Energy Resources Corp., Montgomery, Alabama (also classed with Electric Utilities, Environmental Services)
North Jersey District Water Supply Company, Wanaque, New Jersey (also classed with Local Government)
Penton Publishing, Inc., Welding Design & Fabrication, Cleveland, Ohio
Univ. of Cincinnati Computing Center, Cincinnati, Ohio

NON-ELECTRIC MACHINERY

Air Products & Chemicals, Inc., Allentown, Pennsylvania (primary classification: Chemicals, Drugs & Plastics)
Automatic Feed Company, Napoleon, Ohio (also classed with Fabricated Metal Products)
Bucyrus Erie Company, South Milwaukee, Wisconsin
Crown Iron Works, Minneapolis, Minnesota (also classed with Engineering Services)
FES Inc., York, Pennsylvania
Ingersoll-Rand Construction Equipment, Portable Compressor Division, Mocksville, North Carolina
Johnson Controls, Inc., Plastics Technology Group, Manchester, Minnesota
Leybold Vacuum Products, Inc., Export, Pennsylvania
Manitowoc Engineering Company, Manitowoc, Wisconsin
Nash Engineering Company, Norwalk, Connecticut
Pellerin Milnor Corporation, Kenner, Louisiana
Schramm, Inc., West Chester, Pennsylvania
Sundstrand Corporation Fluid Handling Division, Arvada, Colorado (also classed with Fabricated Metal Products, Petroleum)

PETROLEUM

Battle Creek Gas Company, Battle Creek, Michigan (primary classification: Gas Utilities)
Burk Royalty Co., Wichita Falls, Texas
Chevron Corporation, San Francisco, California (also classed with Chemicals)
Exxon Research & Engineering, Florham Park, New Jersey (primary classification: Research Organizations)
MESA Operating Limited Partnership, Amarillo, Texas
Mobil Corporation, Fairfax, Virginia (also classed with Chemicals)
Sundstrand Corporation Fluid Handling Division, Arvada, Colorado (primary classification: Non-Electric Machinery)
Total Petroleum, Inc., Denver, Colorado

RESEARCH ORGANIZATIONS

Aerospace Corporation, Los Angeles, California
ANCO Engineers, Inc., Culver City, California (primary classfication: Consulting Services)
AT&T Bell Laboratories, Short Hills, New Jersey
Autoresearch Labs, Inc., Chicago, Illinois
Brookhaven National Laboratory, Upton, New York
Design Automation, Inc., Lexington, Massachusetts (primary classification: Consulting Services)
Duracell Worldwide Technology Center, Needham, Massachusetts
ERIM (Environmental Research Institute of Michigan), Ann Arbor, Michigan
Exxon Research & Engineering Co., Florham Park, New Jersey (also classed with Petroleum)
Fermi National Accelerator Laboratory, Batavia, Illinois
Foster-Miller, Inc., Waltham, Massachusetts (also classed with Consulting Services)
Grumman Corporation, Bethpage, New York (primary classification: Aerospace)
Hydroacoustics, Inc., Rochester, New York (primary classification: Electronic Equipment)
IAP Research Inc., Dayton, Ohio (also classed with Engineering Services)
Institute for Defense Analyses, Alexandria, Virginia
Institute of Gas Technology, Chicago, Illinois
Johns Hopkins University Applied Physics Laboratory, Laurel, Maryland
Lanxide Corporation, Newark, Delaware
Lawler, Matusky & Skelby Engineers, Pearl River, New York (primary classification: Consulting Services)
Lawrence Livermore National Laboratory, Livermore, California
National Radio Astronomy Observatory, Charlottesville, Virginia
New Mexico Engineering Research Institute, University of New Mexico
RAND Corporation, Santa Monica, California
Re/Spec, Inc., Rapid City, South Dakota (also classed with Engineering Services, Environmental Services)
Rocket Research Company, Redmond, Washington (also classed with Aerospace)
Sandia National Laboratories, Albuquerque, New Mexico
Sandia National Laboratories, Livermore, California
Southwestern Bell Technology Resources, St. Louis, Missouri
Syracuse Research Corporation, Syracuse, New York
Systems Research Laboratories, Dayton, Ohio
Teledyne Brown Engineering/R & D Group, Huntsville, Alabama (also classed with Aerospace)
Univ. of Dayton Research Institute, Dayton, Ohio
Univ. of Tennessee Space Institute, Energy Conservation Program, Tullahoma, Tennessee (also classed with Engineering Services)

TRANSPORTATION EQUIPMENT (see also Aerospace)

General Dynamics Corporation, Electric Boat Division, Groton, Connecticut (also classed with Engineering Services)
General Motors Corporation, Detroit, Michigan
Mack Trucks, Inc., Engineering Division, Allentown, Pennsylvania
Sealed Power Corporation, Kent-Moore Group, Warren, Michigan
Volvo GM Heavy Truck Corporation, Greensboro, North Carolina
Zeller Corporation, Defiance, Ohio (primary classification: Fabricated Metal Products)

1991 SALARY SURVEY PARTICIPANTS: GOVERNMENT SECTORS

FEDERAL GOVERNMENT

Army Corps of Engineers, Walla Walla District, Walla Walla, Washington
Internal Revenue Service, Chicago, Illinois
National Institute of Standards & Technology (NIST), Gaithersburg, Maryland
National Institutes of Health (NIH), Computer Systems Lab, Bethesda, Maryland
USAF: Air Force Communications Command, Scott AFB, Illinois
USAF: Air National Guard, Andrews AFB, Maryland
USAF: Ogden Air Logistics Command, Hill AFB, Utah
USN: Mare Island Naval Shipyard, Vallejo, California
USN: Naval Air Propulsion Center, Trenton, New Jersey
USN: Naval Air Rework Facility, Naval Air Station, Jacksonville, Florida
USN: Naval Aviation Depot, Marine Corps Air Station, Cherry Point, North Carolina
USN: Naval Ship Weapon Systems Engineering Station, Port Hueneme, California
USN: Naval Underwater Systems Center, Newport, Rhode Island
USN: Pacific Missile Test Center, Point Mugu, California
USN: Philadelphia Naval Shipyard, Philadelphia, Pennsylvania

STATE GOVERNMENT

Arkansas Highway Transportation Department, Little Rock, Arkansas
Delaware Department of Transportation, Dover, Delaware
Delaware Division of Water Resources, Surface Water Management Section, Dover, Delaware
Maryland State Department of Natural Resources, Annapolis, Maryland
Metropolitan Utilities District, Omaha, Nebraska
Minnesota State Department of Transportation, St. Paul, Minnesota
Missouri Highway & Transportation Department, Jefferson City, Missouri
Vermont Agency of Transportation, Montpelier, Vermont

LOCAL GOVERNMENT

Bureau of Engineers, Milwaukee, Wisconsin
City of Austin, Texas
City of Fort Collins, Colorado
Division of Engineering, Department of Urban Development, Dayton, Ohio
Louisville Water Company, Louisville, Kentucky
North Jersey District Water Supply Company, Wanaque, New Jersey (also classed with Other Non-Manufacturing)
Orange County Sanitation District, Fountain Valley, California
Public Works Department, Kansas City, Missouri
Public Works Department, St. Paul, Minnesota
Unified Wastewater Districts, Johnson County, Kansas

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AAES

ENGINEERING MANPOWER COMMISSION
OF THE AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES

ENTERING EMC'S 40TH YEAR OF SERVICE TO ENGINEERING AND THE NATION

1111 19th Street, N.W., Suite 608
Washington, D.C. 20036-3690
(202) 296-2237

Richard A. Ellis
Director, Manpower Studies

Donald C. Brown, Chairman
Paul B. Wood, Past Chairman
Luke H. Noggle, Vice Chairman
Dr. William M. Sangster, Vice Chairman

January, 1991

Dear Colleague:

The Engineering Manpower Commission is a non-profit organization entering its 41st year of service to the engineering community. Our compensation surveys have been used over the years as authoritative benchmarks for industry, government agencies, educational institutions, the press, engineering students and others. In the last six years, our coverage has increased by more than 50 percent, to over 115,000 engineers in industry and over 5000 in government. At the same time, the content of the survey has been expanded, and we have greatly accelerated production of the results.

Once again, we invite you to participate in this important project. Enclosed are the forms for the Engineering Manpower Commission's 25th survey of the salaries of engineers. Your participation is of great value both to industry and to engineers. As in the past, all participants will receive a free copy of the "Engineering Salaries - 1991" issue of the ***Engineering Manpower Bulletin***, a six-page publication containing tables, graphs and text reporting the general results of the survey. The *Bulletin* is normally sold for $14. Participants will also be entitled to a 40% discount in the prices of our detailed reports.

Please note: **The deadline for the survey is March 15, 1991.** Last year printed reports from this project on the salaries of over 120,000 engineers were released in mid-July; with your help, we can provide the results for 1991 by the end of June.

The support we have received from engineering employers nationwide has been impressive. Thanks to organizations such as yours, the utility and popularity of the EMC surveys continues to grow. We hope that this year our results will include your input.

Best Regards,

R A Ellis

R. A. Ellis, Director
Manpower Studies

DEADLINE:
MARCH 15, 1991
DATA ENTRY BEGINS FEB. 1
YOUR PROMPT RESPONSE
WILL HELP US RELEASE
THE RESULTS BY JULY 1991

PROFESSIONAL INCOME OF ENGINEERS - 1991

A Survey Conducted by the
ENGINEERING MANPOWER COMMISSION
American Association of Engineering Societies, Inc.
(202) 296-2237

DEADLINE:
MARCH 15, 1991
DATA ENTRY BEGINS FEB. 1
YOUR PROMPT RESPONSE
WILL HELP US RELEASE
THE RESULTS BY JULY 1991

FORM A - to be used with Form B

Questionnaire Form for Engineering Graduates in NON-SUPERVISORY Positions Only

Have you considered sending in your data on a floppy disk? See the instructions on the last page of this form for more information. If your organization employs no more than 50 engineers, you may elect to use the optional Form "C." Otherwise, complete this form and Form "B," as follows:

1. IDENTIFICATION DATA: Unidentified forms cannot be included in the survey results. Confidentiality of your data is assured by EMC.
   A. Is the name of the REPORTING ORGANIZATION on the mailing label affixed below correct? If not, please enter correct name here:
   ____
   B. Is the ADDRESSEE'S name and title correct? (This person receives the survey forms and participant's bulletins.) If not, correct here:
   ____
   C. Enter ADDRESSEE'S phone number: ______________________________
   D. If someone other than the addressee is responsible for the data, enter their NAME, TITLE, and PHONE NUMBER here:
   ____
   E. If there are errors in the ADDRESS — street, mail stop, city, state, zip code, etc. — please enter corrections here:
   ____
2. EMC collects data on BASE SALARY ONLY. What PERCENTAGE of the NON-SUPERVISORY engineers reported on this form also received significant bonuses or other forms of special incentive compensation in 1990? Rough estimates are okay; if none, please enter a zero; if you don't know, enter "DK": ______________
3. CLASSIFICATION DATA: This information is needed to group data by industry sectors, size of organizations, and geography:
   A. Total number of ALL employees in organization/unit, to measure organization's size *(approximations are okay)*: ______________
   B. Total number of NON-SUPERVISORY engineers reported on this Form A: ______________
   C. List the States in which these engineers are PREDOMINANTLY employed, for the purpose of determining regional salary differences:
   ____
   D. If any employed NON-SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees:
   ______________ . . . and the REASON for omission: ______________________________
   E. PRODUCT OR SERVICE CODES: Use as many as necessary to describe the organization (see below for categories):
   Number for Primary Area: ______________ Number for Secondary Area: ______________ Number for Other Area: ______________
   IN ADDITION, please specify nature of organization in more detail, if appropriate (e.g., "Environmental Consulting" or "Optical Instrument Manufacturer") ______________________________

MANUFACTURING INDUSTRY GROUPS, BY PRODUCT AREAS:

31 Aerospace
37 Automotive
35 Business Machines
51 Ceramic Products: Stone, Clay, Glass, Cement
11 Chemicals, Drugs, Plastics
27 Computer Hardware/Software
21 Electrical Machinery and Equipment
26 Electronic Equipment
52 Food Products
34 Instruments (precision)
56 Lumber & Wood Products
59 Other Manufacturing: Specific Product(s): ______________
36 Machinery (other than electrical)
42 Metal Products, Fabricated
41 Metals, Basic
53 Paper Products
18 Petroleum
46 Railroad Equipment
55 Rubber & Plastic
52 Food products Products, Fabricated
38 Shipbuilding
54 Textile Products

NON-MANUFACTURING, BY SERVICE AREA:

88 Business, Trade, Publishing
81 Communication Services
68 Construction
71 Consultants, Engineering & Architectural
72 Engineering Services, Other: Specify: ______________
61 Mining
74 Research Organizations/Laboratories
84 Transportation Services
86 Electric Utilities (including mixed)
87 Gas Utilities & Pipelines
89 Other Non-Manufacturing: Specify
____

GOVERNMENT AGENCIES, BY LEVEL:

01 Federal
02 State
03 Local

NON PROFIT INSTITUTIONS:

94 Professional Societies
95 Other Non Profit Institution: Specify: ______________

ALL OTHERS:

98 Specify nature of organization:
____
____

COMPLETE THE INSIDE PAGES OF THIS FORM.
ALSO COMPLETE FORM B. RETURN THE FORMS TO:

ENGINEERING MANPOWER COMMISSION
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES
1111 19th St., N.W., Suite 608, WASHINGTON, D.C. 20036-3690

A Business Reply Envelope is provided for your convenience.

DEADLINE: MARCH 15, 1991. Data entry begins FEBRUARY 1. Your prompt response will help us release the results by July 1991.

FORM A

PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES

IMPORTANT - please read carefully before filling out form. Do NOT enter salary amounts; enter the number of persons in the salary-and-experience bracket. See sample form on the last page.

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row — ***note that some brackets include a wider salary range than others.*** Separate sections of the form are set aside for each degree level — bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their ***year of graduation with bachelor's degree,*** to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1990 graduate is 23, etc.). Data for those graduating in the 1st quarter of 1991 should be combined with that for 1990 graduates. See the sample filled-out form for an illustration.

SALARY - should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc. Rates should be those in effect on February 1, 1991.

NON-SUPERVISORY ENGINEERS - should include all engineering graduates whose duties are NOT primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. ***Please include non-supervisory engineering graduates who are currently in non-technical positions.*** If any engineering graduates must be omitted, please describe on line 2D on the first page of this form. ***Do not report part-time employees.***

	ANNUAL SALARY	YEAR OF BACCALAUREATE DEGREE (OR AGE)																		
	Employees Whose Highest ENGINEERING Degree is a Bachelor's	1990 (23)	1989 (24)	1988 (25)	1987 (26)	1986 (27)	1985 (28)	1984 (29)	1983 (30)	1982 (31)	1979-1981 (32-34)	1976-1978 (35-37)	1973-1975 (38-40)	1970-1972 (41-43)	1967-1969 (44-46)	1964-1966 (47-49)	1961-1963 (50-52)	1958-1960 (53-55)	UP TO 1957 (56+)	
101	$125,000 & over																			101
102	$100,000-124,999																			102
103	$95,000-99,999																			103
104	$90,000-94,999																			104
105	$85,000-89,999																			105
106	$80,000-84,999																			106
107	$76,000-79,999																			107
108	$72,000-75,999																			108
109	$68,000-71,999																			109
110	$64,000-67,999																			110
111	$60,000-63,999																			111
112	$56,000-59,999																			112
113	$53,000-55,999																			113
114	$50,000-52,999																			114
115	$47,000-49,999																			115
116	$44,000-46,999																			116
117	$41,000-43,999																			117
118	$38,000-40,999																			118
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120	$34,000-35,999																			120
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122	$30,000-31,999																			122
123	$28,000-29,999																			123
124	$26,000-27,999																			124
125	$24,000-25,999																			125
126	$22,000-23,999																			126
127	Less than $22,000																			127

Employees Whose Highest ENGINEERING Degree is a Master's. Group employees under year when B.S. DEGREE was obtained. If this date is unknown, group by employee's AGE.

201	$125,000 & over																			201
202	$100,000-124,999																			202
203	$95,000-99,999																			203
204	$90,000-94,999																			204
205	$85,000-89,999																			205
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NOTE: Use extra caution in filling shaded areas. Ordinarily no employees are reported in these parts of the form.

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GENERAL INSTRUCTIONS:

There are three possible ways to respond:

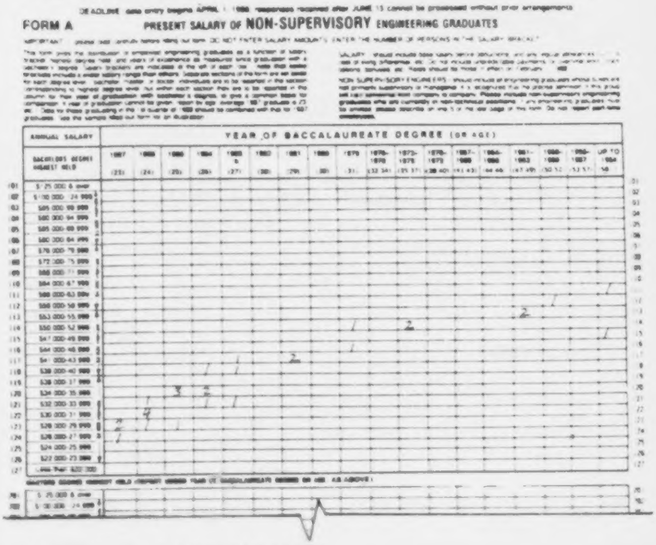
1. It may be possible to easily access your organization's data records to produce a machine-readable file for a common IBM-standard personal computer. See below for further instructions. Don't forget that we must have a copy of page one of the questionnaire, or its equivalent in information on a floppy disk, in order to process the data! EMC much prefers this form of response, as it is faster, more accurate, and ultimately much more convenient for all parties.

2. If your organization has NO MORE THAN 50 engineering graduates, you can choose to simply list them (no names, please) one-by-one on the optional Form C. PLEASE: do not use Form C to report more than 50 engineers. Make up a floppy-based response instead (most word processors will do the job easily — just make sure to save the work as an ASCII "non-document" file), or use Forms A and B.

3. The traditional method is to use EMC's matrix-style Forms A and B. Be sure to complete ALL of the items on page 1 of these forms (you need not duplicate your responses, but NOTE: EACH FORM MUST INCLUDE SEPARATE REPLIES TO QUESTIONS #2B, #2D, AND #3). See the sample of a completed Form A (top third only) at the right.

4. Whatever approach you use, check your responses carefully before returning them to EMC. EMC welcomes inquiries from participants and will provide help for respondents. Call us at the number listed at the top of Page 1 of the form.

Example of a completed Form A (from the 1988 survey)



FORM A

PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES

ANNUAL SALARY

YEAR OF BACCALAUREATE DEGREE (OR AGE)

EMC POLICY REGARDING SALARY SURVEY PARTICIPANTS

It is our policy to list the names of the organizations participating in our salary surveys, by sector, so that users will be able to ascertain whether a particular industry group is representative of their own. At the same time, it is our long-standing policy to protect each respondent's data from disclosure to anyone else. To protect the confidentiality of information and to provide adequate safeguards against the disclosure of data identified with any particular survey participant, the following precautions are taken:

1. Company identifications are used only for the purpose of maintaining EMC'S mailing lists and are not entered with the salary data files in our computer. No sector is formed unless at least five responding organizations can be included.

2. The only persons with access to returned salary data forms are the AAES staff who process the surveys. Responding organizations' data are not disclosed to anyone. There are no exceptions to this policy.

3. If a single employer's responses account for more than half of the number of data points — engineers — reported for any group, weighting procedures are used to prevent that employer's information from unduly dominating the statistics for the group.

4. At least 200 engineers must be represented in any data set for engineers in industry or government before statistics for the group will be published.

5. Within data sets, statistics are not generated for particular experience categories unless the bracket includes at least one percent of the total number of engineers for the set AND at least ten engineers are present.

6. EMC does not obtain the names of individual engineers represented by the data. The only names collected are those of the addressees and other contact persons used for our mailing lists, and these names are not published or disclosed.

7. Anonymous responses are not used. Responses requesting that the responding organization not be identified are refused and returned to their originator.

SPECIAL INSTRUCTIONS FOR ORGANIZATIONS PROVIDING SALARY DATA ON FLOPPY DISK MEDIA

EMC is encouraging its salary survey participants to respond by submitting machine-readable files. In 1990, data on over 40,000 engineers were reported in this fashion. Media must be in the form of standard 3½" or 5¼" floppy diskettes. We use MS-DOS. We can also handle most common CP/M formats.

Floppies should be mailed in appropriate containers (heavy cardboard disk mailers are best). You MUST also enclose a completed copy of PAGE 1 of the questionnaire (Form C is suggested), to provide your organization's ID and classification data. Alternatively, you may provide an ASCII text file on the disk with your responses to the page 1 questions. (Note that some items need separate responses for both supervisors and non-supervisors.) Without these data, your response cannot be processed. Give any such text file the name "SALARY.INF."

Your salary data file should be named "SALARY.DAT" and MUST take the following format:

1. The data file must be pure ASCII.

2. Data must be entered in the form of one line (or record) per engineer, terminated by a CR-LF (carriage return/line feed combination—the "enter" key on most systems). Don't forget to use the CR-LF after the last line of data.

3. The contents of each line should be as follows:

- Character 01: either S or N, for Supervisor or Nonsupervisor.
- Character 02: always a comma.
- Character 03: B, M, or P, for Bachelor, Masters, or Ph.D. degree. If degree is unknown or there is no degree, a B.S. equivalent will be assumed.
- Character 04: always a comma.
- Character 05-06: two digits for YEAR GRADUATED WITH BACHELOR'S DEGREE (last two digits only). If unknown, enter "99" AND enter the age (see next item).
- Character 07: always a comma.
- Characters 08-09: two digits for AGE. If the previous YEAR GRADUATED WITH BACHELOR'S DEGREE item has been provided, this may be treated as an unknown and coded "99." If both the year and the age are provided, EMC will use those data to improve its procedures for using age to estimate the year of graduation with the B.S. degree. Note that the "99" code should be explicitly entered (blanks or zeros will be treated as "99's" IF the preceding YEAR data is supplied).
- Character 10: always a comma.
- Characters 11-16: six digits for annual salary, RIGHT-JUSTIFIED and zero-filled. Leading blanks will be treated as zeros. A CR-LF code must follow the entry.

ANY ENTRIES OTHER THAN THOSE DESCRIBED ABOVE WILL BE ASSUMED TO BE ERRORS AND WILL CAUSE THE ENTIRE LINE TO BE IGNORED.

4. There will be as many lines as there are engineers reported. On your enclosed Form "C" or in the added SALARY.INF text file, PLEASE SPECIFY THE TOTAL NUMBER OF ENGINEERS REPORTED BY YOUR COMPANY. Comparison of your counts with our own totals is one of several elementary quality control checks employed by EMC.

5. LABEL your diskette with AT LEAST the following information: your organization's name, the particular diskette format used (we will assume DOS if no other information is provided), and the identifier "91EMCSAL."

DEADLINE:
MARCH 15, 1991
DATA ENTRY BEGINS FEB. 1
YOUR PROMPT RESPONSE
WILL HELP US RELEASE
THE RESULTS BY JULY 1991

PROFESSIONAL INCOME OF ENGINEERS - 1991

A Survey Conducted by the
ENGINEERING MANPOWER COMMISSION
American Association of Engineering Societies, Inc.
(202) 296-2237

DEADLINE:
MARCH 15, 1991
DATA ENTRY BEGINS FEB. 1
YOUR PROMPT RESPONSE
WILL HELP US RELEASE
THE RESULTS BY JULY 1991

FORM B - to be used with Form A
Questionnaire Form for Engineering Graduates in SUPERVISORY Positions Only

Have you considered sending in your data on a floppy disk? See the instructions on the last page of this form for more information.
If your organization employs no more than 50 engineers, you may elect to use the optional Form "C."
Otherwise, complete Form A, then complete this form. NOTE: Items 2, 3B and 3D require SEPARATE answers on BOTH forms. If you have answered all other questions on Form A, you need not repeat that information here.

1. IDENTIFICATION DATA: Unidentified forms cannot be included in the survey results. Confidentiality of your data is assured by EMC.

A. Is the name of the REPORTING ORGANIZATION on the mailing label affixed below correct? If not, please enter correct name here:
____

B. Is the ADDRESSEE'S name and title correct? (This person receives the survey forms and participant's bulletins.) If not, correct here:
____

C. Enter ADDRESSEE'S phone number: ______________________________

D. If someone other than the addressee is responsible for the data, enter their NAME, TITLE, and PHONE NUMBER here:
____

E. If there are errors in the ADDRESS — street, mail stop, city, state, zip code, etc. — please enter corrections here:
____

2. EMC collects data on BASE SALARY ONLY. What PERCENTAGE of the SUPERVISORY engineers reported on this form also received significant bonuses or other forms of special incentive compensation in 1990? Rough estimates are okay; if none, please enter a zero; if you don't know, enter "DK": ______________

3. CLASSIFICATION DATA: This information is needed to group data by industry sectors, size of organizations, and geography:

A. Total number of ALL employees in organization/unit, to measure organization's size *(approximations are okay)*: ______________

B. Total number of SUPERVISORY engineers reported on this Form B: ______________

C. List the States in which these engineers are PREDOMINANTLY employed, for the purpose of determining regional salary differences:
____

D. If any employed SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees:
______________ . . . and the REASON for omission: ______________________________

E. PRODUCT OR SERVICE CODES: Use as many as necessary to describe the organization (see below for categories):
Number for Primary Area: ______________ Number for Secondary Area: ______________ Number for Other Area: ______________
IN ADDITION, please specify nature of organization in more detail, if appropriate (e.g., "Environmental Consulting" or "Optical Instrument Manufacturer") ______________________________

MANUFACTURING INDUSTRY GROUPS,
BY PRODUCT AREAS:

31 Aerospace
37 Automotive
35 Business Machines
51 Ceramic Products: Stone, Clay, Glass, Cement
11 Chemicals, Drugs, Plastics
27 Computer Hardware/Software
21 Electrical Machinery and Equipment
26 Electronic Equipment
52 Food Products
34 Instruments (precision)
56 Lumber & Wood Products
59 Other Manufacturing:
  Specific Product(s): ______________
36 Machinery (other than electrical)
42 Metal Products, Fabricated
41 Metals, Basic
53 Paper Products
18 Petroleum
46 Railroad Equipment
55 Rubber & Plastic
52 Food products Products, Fabricated
38 Shipbuilding
54 Textile Products

NON-MANUFACTURING,
BY SERVICE AREA:

88 Business, Trade, Publishing
81 Communication Services
68 Construction
71 Consultants, Engineering & Architectural
72 Engineering Services, Other:
  Specify: ______________
61 Mining
74 Research Organizations/Laboratories
84 Transportation Services
86 Electric Utilities (including mixed)
87 Gas Utilities & Pipelines
89 Other Non-Manufacturing:
  Specify ______________

GOVERNMENT AGENCIES,
BY LEVEL:

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02 State
03 Local

NON PROFIT INSTITUTIONS:
94 Professional Societies
95 Other Non Profit Institution:
  Specify: ______________

ALL OTHERS:
98 Specify nature of organization:
____
____

COMPLETE THE INSIDE PAGES OF THIS FORM.
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FORM B PRESENT SALARY OF SUPERVISORY ENGINEERING GRADUATES ONLY

IMPORTANT - please read carefully before filling out form. Do NOT enter salary amounts; enter the number of persons in the salary-and-experience bracket. See sample form on the last page

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row — ***note that some brackets include a wider salary range than others.*** Separate sections of the form are set aside for each degree level — bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their ***year of graduation with bachelor's degree,*** to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1990 graduate is 23, etc.). Data for those graduating in the 1st quarter of 1991 should be combined with that for 1990 graduates. See the sample filled-out form for an illustration.

SALARY - should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc. Rates should be those in effect on February 1, 1991.

SUPERVISORY ENGINEERS - should include all engineering graduates whose duties are primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. ***Please report all supervisory engineering graduates, including those who are in general management or non-technical positions.*** If any must be omitted, please describe them on line 2D of the first page of this form. ***Do not report part-time employees.***

	ANNUAL SALARY		YEAR OF BACCALAUREATE DEGREE (OR AGE)																		
	Employees Whose Highest ENGINEERING Degree is a Bachelor's		1990 (23)	1989 (24)	1988 (25)	1987 (26)	1986 (27)	1985 (28)	1984 (29)	1983 (30)	1982 (31)	1979-1981 (32-34)	1976-1978 (35-37)	1973-1975 (38-40)	1970-1972 (41-43)	1967-1969 (44-46)	1964-1966 (47-49)	1961-1963 (50-52)	1958-1960 (53-55)	UP TO 1957 (56+)	
101	$125,000 & over																				101
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103	$95,000-99,999																				103
104	$90,000-94,999																				104
105	$85,000-89,999																				105
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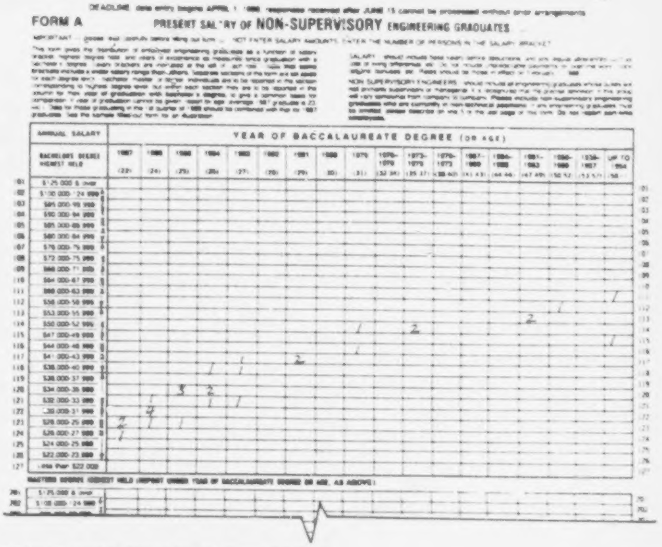
4. Whatever approach you use, check your responses carefully before returning them to EMC. EMC welcomes inquiries from participants and will provide help for respondents. Call us at the number listed at the top of Page 1 of the form.

Example of a completed Form A (from the 1988 survey)



FORM A

PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES

ANNUAL SALARY

YEAR OF BACCALAUREATE DEGREE (OR AGE)

EMC POLICY REGARDING SALARY SURVEY PARTICIPANTS

It is our policy to list the names of the organizations participating in our salary surveys, by sector, so that users will be able to ascertain whether a particular industry group is representative of their own. At the same time, it is our longstanding policy to protect each respondent's data from disclosure to anyone else. To protect the confidentiality of information and to provide adequate safeguards against the disclosure of data identified with any particular survey participant, the following precautions are taken:

1. Company identifications are used only for the purpose of maintaining EMC'S mailing lists and are not entered with the salary data files in our computer. No sector is formed unless at least five responding organizations can be included.

2. The only persons with access to returned salary data forms are the AAES staff who process the surveys. Responding organizations' data are not disclosed to anyone. There are no exceptions to this policy.

3. If a single employer's responses account for more than half of the number of data points — engineers — reported for any group, weighting procedures are used to prevent that employer's information from unduly dominating the statistics for the group.

4. At least 200 engineers must be represented in any data set for engineers in industry or government before statistics for the group will be published.

5. Within data sets, statistics are not generated for particular experience categories unless the bracket includes at least one percent of the total number of engineers for the set AND at least ten engineers are present.

6. EMC does not obtain the names of individual engineers represented by the data. The only names collected are those of the addressees and other contact persons used for our mailing lists, and these names are not published or disclosed.

7. Anonymous responses are not used. Responses requesting that the responding organization not be identified are refused and returned to their originator.

SPECIAL INSTRUCTIONS FOR ORGANIZATIONS PROVIDING SALARY DATA ON FLOPPY DISK MEDIA

EMC is encouraging its salary survey participants to respond by submitting machine-readable files. In 1990, data on over 40,000 engineers were reported in this fashion. Media must be in the form of standard 3½" or 5¼" floppy diskettes. We use MS-DOS. We can also handle most common CP/M formats.

Floppies should be mailed in appropriate containers (heavy cardboard disk mailers are best). You MUST also enclose a completed copy of PAGE 1 of the questionnaire (Form C is suggested), to provide your organization's ID and classification data. Alternatively, you may provide an ASCII text file on the disk with your responses to the page 1 questions. (Note that some items need separate responses for both supervisors and non-supervisors.) Without these data, your response cannot be processed. Give any such text file the name "SALARY.INF."

Your salary data file should be named "SALARY.DAT" and MUST take the following format:

1. The data file must be pure ASCII.

2. Data must be entered in the form of one line (or record) per engineer, terminated by a CR-LF (carriage return/line feed combination—the "enter" key on most systems). Don't forget to use the CR-LF after the last line of data.

3. The contents of each line should be as follows:

- Character 01: either S or N, for Supervisor or Nonsupervisor.
- Character 02: always a comma.
- Character 03: B, M, or P, for Bachelor, Masters, or Ph.D. degree. If degree is unknown or there is no degree, a B.S. equivalent will be assumed.
- Character 04: always a comma.
- Character 05-06: two digits for YEAR GRADUATED WITH BACHELOR'S DEGREE (last two digits only). If unknown, enter "99" AND enter the age (see next item).
- Character 07: always a comma.
- Characters 08-09: two digits for AGE. If the previous YEAR GRADUATED WITH BACHELOR'S DEGREE item has been provided, this may be treated as an unknown and coded "99." If both the year and the age are provided, EMC will use those data to improve its procedures for using age to estimate the year of graduation with the B.S. degree. Note that the "99" code should be explicitly entered (blanks or zeros will be treated as "99's" IF the preceding YEAR data is supplied).
- Character 10: always a comma.
- Characters 11-16: six digits for annual salary, RIGHT-JUSTIFIED and zero-filled. Leading blanks will be treated as zeros. A CR-LF code must follow the entry.

ANY ENTRIES OTHER THAN THOSE DESCRIBED ABOVE WILL BE ASSUMED TO BE ERRORS AND WILL CAUSE THE ENTIRE LINE TO BE IGNORED.

4. There will be as many lines as there are engineers reported. On your enclosed Form "C" or in the added SALARY.INF text file, PLEASE SPECIFY THE TOTAL NUMBER OF ENGINEERS REPORTED BY YOUR COMPANY. Comparison of your counts with our own totals is one of several elementary quality control checks employed by EMC.

5. LABEL your diskette with AT LEAST the following information: your organization's name, the particular diskette format used (we will assume DOS if no other information is provided), and the identifier "91EMCSAL."

DEADLINE:
MARCH 15, 1991
DATA ENTRY BEGINS FEB. 1
YOUR PROMPT RESPONSE
WILL HELP US RELEASE
THE RESULTS BY JULY 1991

PROFESSIONAL INCOME OF ENGINEERS - 1991

A Survey Conducted by the
ENGINEERING MANPOWER COMMISSION
American Association of Engineering Societies, Inc.
(202) 296-2237

DEADLINE:
MARCH 15, 1991
DATA ENTRY BEGINS FEB. 1
YOUR PROMPT RESPONSE
WILL HELP US RELEASE
THE RESULTS BY JULY 1991

FORM C - Optional Short Form, used in place of both Forms A and B

For organizations with no more than 50 engineers, including both supervisors and non-supervisors

Have you considered sending in your data on a floppy disk? See the instructions on the last page of this form for more information.

1. IDENTIFICATION DATA: Unidentified forms cannot be included in the survey results. Confidentiality of your data is assured by EMC.

A. Is the name of the REPORTING ORGANIZATION on the mailing label affixed below correct? If not, please enter correct name here:

____

B. Is the ADDRESSEE'S name and title correct? (This person receives the survey forms and participant's bulletins.) If not, correct here:

____

C. Enter ADDRESSEE'S phone number: ____________________

D. If someone other than the addressee is responsible for the data, enter their NAME, TITLE, and PHONE NUMBER here:

____

E. If there are errors in the ADDRESS — street, mail stop, city, state, zip code, etc. — please enter corrections here:

____

2. EMC collects data on BASE SALARY ONLY:

A. What PERCENTAGE of the NON-SUPERVISORY engineers reported on this form also received significant bonuses or other forms of special incentive compensation in 1990? Rough estimates are okay; if none, please enter a zero; if you don't know, enter "DK": ____________

B. What PERCENTAGE of the SUPERVISORY engineers reported on this form also received significant bonuses or other forms of special incentive compensation in 1990? Rough estimates are okay; if none, please enter a zero; if you don't know, enter "DK": ____________

3. CLASSIFICATION DATA: This information is needed to group data by industry sectors, size of organizations, and geography:

A. Total number of ALL employees in organization/unit, to measure organization's size *(approximations are okay)*: ____________

B. List the States in which these engineers are PREDOMINANTLY employed, for the purpose of determining regional salary differences:

____

C. If any employed NON-SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees:
____________ . . . and the REASON for omission: ____________________

D. If any employed SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees:
____________ . . . and the REASON for omission: ____________________

E. PRODUCT OR SERVICE CODES: Use as many as necessary to describe the organization (see below for categories):
Number for Primary Area: __________ Number for Secondary Area: __________ Number for Other Area: __________
IN ADDITION, please specify nature of organization in more detail, if appropriate (e.g., "Environmental Consulting" or "Optical instrument Manufacturer") ____________________

MANUFACTURING INDUSTRY GROUPS, BY PRODUCT AREAS:

31 Aerospace
37 Automotive
35 Business Machines
51 Ceramic Products: Stone, Clay, Glass, Cement
11 Chemicals, Drugs, Plastics
27 Computer Hardware/Software
21 Electrical Machinery and Equipment
28 Electronic Equipment
52 Food Products
34 Instruments (precision)
56 Lumber & Wood Products
59 Other Manufacturing: Specific Product(s): ____________________
36 Machinery (other than electrical)
42 Metal Products, Fabricated
41 Metals, Basic
53 Paper Products
18 Petroleum
46 Railroad Equipment
55 Rubber & Plastic
52 Food products Products, Fabricated
38 Shipbuilding
54 Textile Products

NON-MANUFACTURING, BY SERVICE AREA:

88 Business, Trade, Publishing
81 Communication Services
68 Construction
71 Consultants, Engineering & Architectural
72 Engineering Services, Other: Specify: ____________
61 Mining
74 Research Organizations/Laboratories
84 Transportation Services
86 Electric Utilities (including mixed)
87 Gas Utilities & Pipelines
89 Other Non-Manufacturing: Specify ____________

GOVERNMENT AGENCIES, BY LEVEL:

01 Federal
02 State
03 Local

NON PROFIT INSTITUTIONS:

94 Professional Societies
95 Other Non Profit Institution: Specify: ____________

ALL OTHERS:

96 Specify nature of organization:
____
____

COMPLETE THE INSIDE PAGES OF THIS FORM.
RETURN THE FORM TO:

ENGINEERING MANPOWER COMMISSION
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES
1111 19th St., N.W., Suite 608, WASHINGTON, D.C. 20036-3690

A Business Reply Envelope is provided for your convenience.

DEADLINE: MARCH 15, 1991. Data entry begins FEBRUARY 1. Your prompt response will help us release the results by July, 1991.

FORM C

PRESENT SALARY OF ENGINEERING GRADUATES

Optional Short Form for UP TO 50 supervisors and/or non-supervisors

IMPORTANT — please read carefully before filling out form.

This form replaces EMC'S traditional matrix style instruments, which allow entry of data for large engineering staffs of up to several thousand persons, in order to provide a simpler data entry form for small organizations. Simply complete one line of the form for each engineer to be reported.

ALL indicated data is needed. NO other data is needed. Please do NOT write names on these forms.

SUPERVISORS include all engineering graduates whose duties are primarily supervisory or managerial. Other engineers are NON-SUPERVISORS. It is recognized that the precise definition of these terms will vary somewhat from company to company. Please include engineering graduates who are currently in general management or non-technical positions. If any engineering graduates must be omitted, please describe on page 1 of this form. DO NOT REPORT PART-TIME EMPLOYEES. Only "S" or "N" should appear in the first column of the form.

EMC measures experience as the number of years since receiving the bachelor's degree. If that date is not available, age is used to estimate it. If you can provide both the year and age data, EMC will use this information to improve its estimation procedures. Either data element will suffice, however.

ANNUAL SALARY — should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Rates should be those in effect on February 1, 1991.

If you use this form, your copies of Forms A and B may be discarded. PLEASE do not use this form to report more than 50 engineers. Make up a disk-based response instead (the format is virtually identical), or use Forms A and B.

	Supervisor (S) or Non-supervisor (N)? Enter S or N	Highest Degree Held B - Bachelor, M - Master, P - Ph.D. Enter B, M, or P	Year graduated with BACHELOR's degree Enter YEAR	Age as of Feb. 1, 1991 Enter AGE	Annual Salary as of Feb. 1, 1991 Enter ANNUAL SALARY
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GENERAL INSTRUCTIONS:

There are three possible ways to respond:

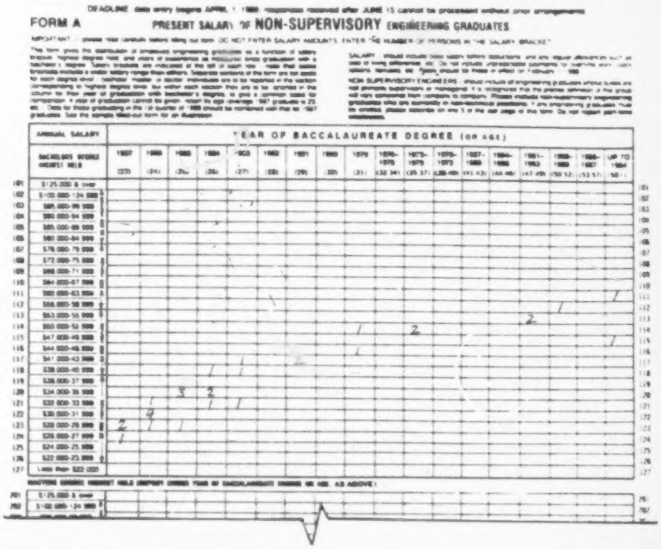
1. It may be possible to easily access your organization's data records to produce a machine-readable file for a common IBM-standard personal computer. See below for further instructions. Don't forget that we must have a copy of page one of the questionnaire, or its equivalent in information on a floppy disk, in order to process the data! EMC much prefers this form of response, as it is faster, more accurate, and ultimately much more convenient for all parties.

2. If your organization has NO MORE THAN 50 engineering graduates, you can choose to simply list them (no names, please) one-by-one on the optional Form C. PLEASE: do not use Form C to report more than 50 engineers. Make up a floppy-based response instead (most word processors will do the job easily — just make sure to save the work as an ASCII "non-document" file), or use Forms A and B.

3. The traditional method is to use EMC's matrix-style Forms A and B. Be sure to complete ALL of the items on page 1 of these forms (you need not duplicate your responses, but NOTE: EACH FORM MUST INCLUDE SEPARATE REPLIES TO QUESTIONS #2B, #2D, AND #3). See the sample of a completed Form A (top third only) at the right.

4. Whatever approach you use, check your responses carefully before returning them to EMC. EMC welcomes inquiries from participants and will provide help for respondents. Call us at the number listed at the top of Page 1 of the form.

Example of a completed Form A (from the 1988 survey)



FORM A

PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES

YEAR OF BACCALAUREATE DEGREE (OR AGE)

EMC POLICY REGARDING SALARY SURVEY PARTICIPANTS

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- Characters 08-09: two digits for AGE. If the previous YEAR GRADUATED WITH BACHELOR'S DEGREE item has been provided, this may be treated as an unknown and coded "99." If both the year and the age are provided, EMC will use those data to improve its procedures for using age to estimate the year of graduation with the B.S. degree. Note that the "99" code should be explicitly entered (blanks or zeros will be treated as "99's" IF the preceding YEAR data is supplied).
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- Characters 11-16: six digits for annual salary, RIGHT-JUSTIFIED and zero-filled. Leading blanks will be treated as zeros. A CR-LF code must follow the entry.

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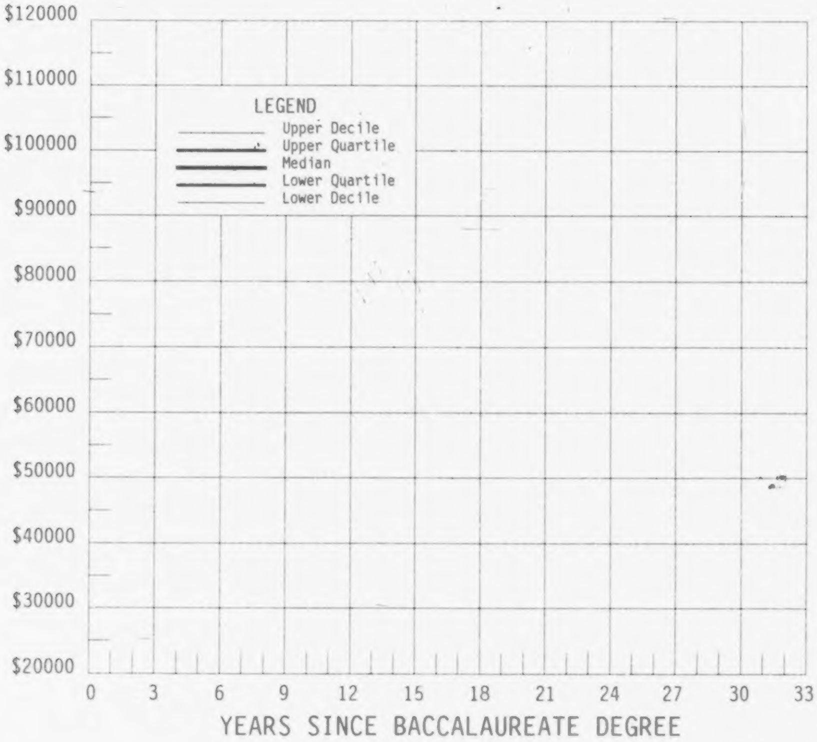
5. LABEL your diskette with AT LEAST the following information: your organization's name, the particular diskette format used (we will assume DOS if no other information is provided), and the identifier "91EMCSAL."

SALARY CURVES FOR ENGINEERS



CURRENT ENGINEERING MANPOWER COMMISSION PUBLICATIONS

NOTE: AAES moved in 1990; see new address below. Custom runs of degree data are possible; call us for details. Our machine-readable products are provided on IBM-standard 5 1/4" floppy disks and include most, not but all, of the details available in EMC's printed reports. For more information, contact the AAES Manpower Studies Department.

ENGINEERS' SALARIES: SPECIAL INDUSTRY REPORT 1991

A detailed breakdown of engineering salaries according to type of industry, geographic regions, company size, employee experience, highest degree held, and supervisory status. Tables and graphs depict salaries in medians, quartiles, deciles and means.

member price: $169.00 non-member price: $287.50

PROFESSIONAL INCOME OF ENGINEERS 1991

An abridged version of the Special Industry Report. Details for salary differences by highest degree held are not included; tabulations are added on engineering compensation in local, state and federal government agencies.

member price: $59.50 non-member price: $97.00

SALARIES OF ENGINEERS IN EDUCATION 1990

Median, quartile, decile and mean salaries across 18 experience brackets for engineering faculty, by academic rank, contract types, and type of institution.

member price: $70.00 non-member price: $112.00

ENGINEERING AND TECHNOLOGY ENROLLMENTS, FALL 1990

A two-volume overview of the enrollment of students in engineering and engineering technology programs throughout the nation. Details by fields of study for specific schools and states, with added tabulations for women, minorities, and foreign nationals.

Complete set: member price: $120.00 non-member price $195.00

Separate volumes:

Part I: Engineering Enrollments: member price: $70.00 non-member price: $115.00

Part II: Technology Enrollments: member price: $70.00 non-member price: $115.00

Machine-readable data files for Lotus 1-2-3: member price $595.00 non-member price $795.00

ENGINEERING AND TECHNOLOGY DEGREES, 1990

A comprehensive report on recent engineering and engineering technology degrees in three volumes. Part I provides general statistics for schools and states on degrees in 40 engineering and technology disciplines. Part II provides similar data for awards to women, minorities, and foreign nationals. Part III includes detailed data for specific curricula.

Complete Set: member price: $140 non-member price: $230.00

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Part II: Minorities: member price: $75.00 non-member price: $115.00

Part III: by Curriculum: member price: $55.00 non-member price: $89.00

Machine-readable data files for Lotus 1-2-3: member price $595.00 non-member price $795.00

ENGINEERING MANPOWER BULLETINS

Concise, timely information on trends in engineering salaries, enrollments, degrees, women and minorities in engineering, other topics.

Full subscription year: member price: $66.00 non-member price: $110.00

Single copies: member price: $9.00 non-member price: $14.00

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Member prices are available to members of AAES member societies, employees of Industry Affiliates, and educational institutions or firms that have participated in the study to be purchased. Special prices are available to subsidiaries and employees of EMC Sustaining Associates. Please include society affiliation and membership number, Industry Affiliate, EMC Sustaining Associate, or survey participant information with your order, if applicable. First class postage (U.S. domestic) is included in the purchase price. Foreign orders add 10%; check must be payable in U.S. funds. Institutional purchase orders are accepted, as are Visa and MasterCard charges (include account number, expiration date and signature). Orders charged to Visa and MasterCard accounts may be placed directly by phone (U.S. only) at 1-800-658-8897. Mail orders should be directed to the AAES Publications Department, Suite 608, 1111 19th St. N.W., Washington, D.C. 20036-3690.

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ISBN 0-87615-145-4

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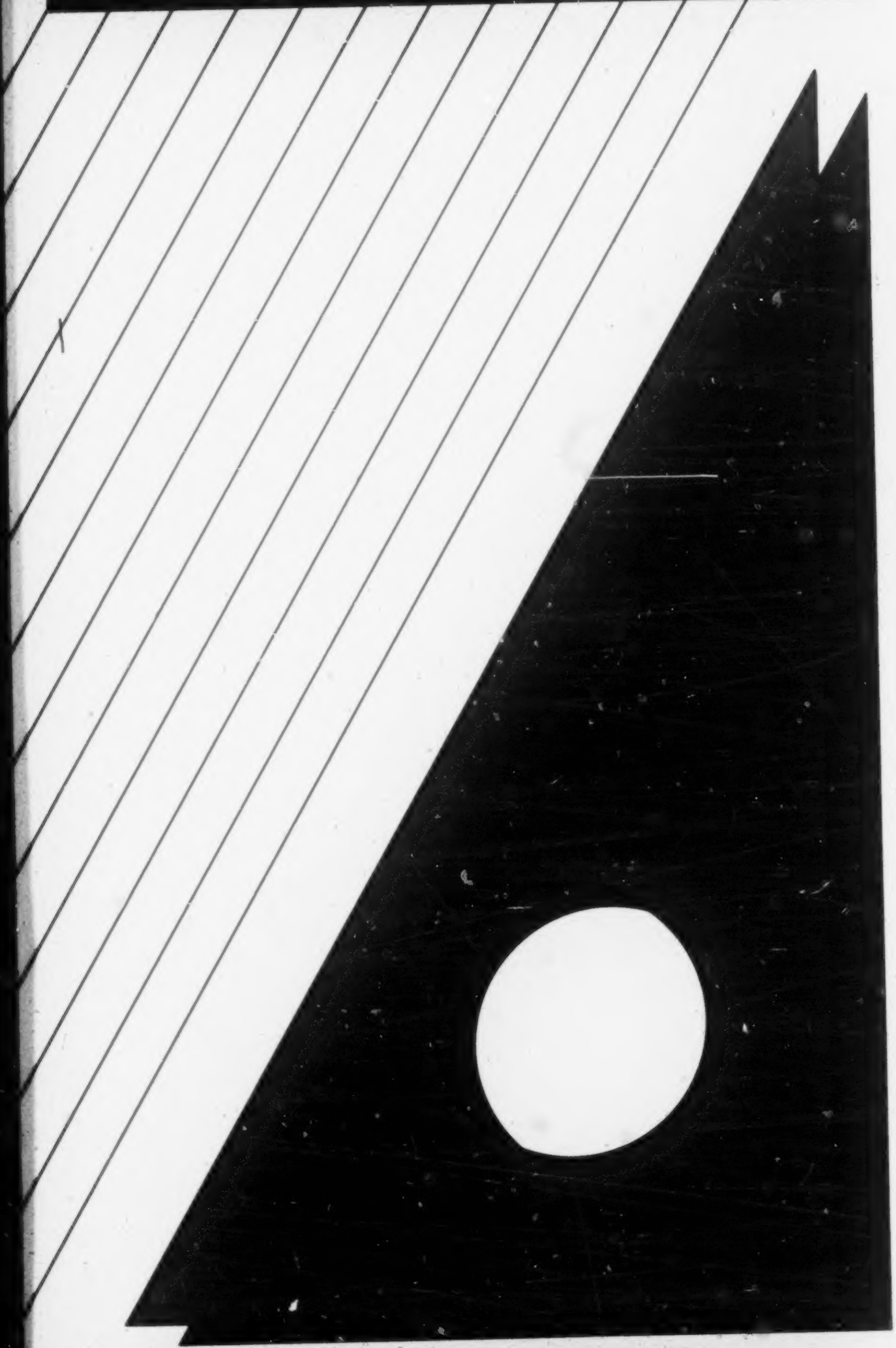

Professional Income of Engineers 1992

Engineering Manpower Commission
of the American Association
of Engineering Societies, Inc.

Commissioners of the Engineering Manpower Commission, May 15, 1992

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Cooper Union

• Dr. Fred Beaufait, Dean, College of Engineering
Wayne State University

Mr. John F. Betsch, Aircraft Systems Division
Grumman Corporation

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(Additional institutions are expected to be added to this list throughout the year.)

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  National Action Council for Minorities in Engineering

Senior Sustaining Associates (2):
  Amoco Foundation
  Chevron Corporation

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  Bellcore
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  IBM Corporation
  MCI Telecommunications
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  Cleveland State University
  University of Dayton
  Drexel University
  University of Florida
  Georgia Institute of Technology
  GMI Engineering & Management Institute
  Johns Hopkins University
  Lawrence Technological University
  University of Louisville
  University of Miami
  Michigan State University
  Morgan State University
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  University of Pittsburgh
  Purdue University
  State University of New York at Buffalo
  University of Texas at Arlington
  University of Texas at Austin
  Trenton State College
  Virginia Polytechnic Institute
  University of Wisconsin at Madison

PROFESSIONAL INCOME OF ENGINEERS
1992

A Report of an Annual Survey
Conducted by the

ENGINEERING MANPOWER COMMISSION
of the
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.

Suite 608
1111 19th Street, N.W.
Washington, D.C. 20036-3690

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American Nuclear Society (ANS)
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American Society of Mechanical Engineers (ASME)
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National Institute of Ceramic Engineers (NICE)
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Society of Fire Protection Engineers (SFPE)
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National Action Council for Minorities in Engineering (NACME)
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Tau Beta Pi Association (TBP)

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Engineering Societies of New England (ESNE)
Engineering Society of Detroit (ESD)
Engineers' Society of Western Pennsylvania (ESWP)
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Through its councils, commissions and committees, AAES addresses questions relating to the engineering profession; assesses public policy issues affecting engineering, technological innovation and national goals; conducts surveys of engineering personnel; represents the U.S. engineering community internationally in such bodies as the World Federation of Engineering Organizations and the Pan American Union of Engineering Associations; undertakes special projects such as national inventors' workshops and major studies of the utilization of American engineers; issues statistical studies of the engineering workforce, present and future; and publishes reference works such as *Who's Who in Engineering* and the *Thesaurus of Engineering and Scientific Terms*.

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The Engineering Manpower Commission (EMC) has been a source of objective, timely data on questions relating to the supply and demand for technological personnel since its organization in 1950. As an AAES Commission, EMC is composed of volunteers from professional engineering societies, academia, government, and industry, supported by a professional staff headed by AAES' Director of Manpower Studies.

EMC conducts annual surveys of industry and schools of engineering, monitors trends in the supply of and demand for engineers, and produces annual reports on engineering enrollments, degrees, and salaries. In addition to its statistical studies, EMC also produces the *Engineering Manpower Bulletin*, which assesses trends in the engineering workforce including participation in the profession by women and ethnic minorities.

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The Engineering Manpower Commission wishes to express its grateful appreciation for the cooperation of the hundreds of organizations that provided the data on which this report is based.

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PROFESSIONAL INCOME OF ENGINEERS, 1992

INTRODUCTION

This is the 26th Engineering Manpower Commission survey of the compensation of engineers in the United States. As in our previous salary studies, the data were gathered from employers, who submitted summaries of the base compensation of their engineers, classified by levels of experience, supervisory responsibility, and academic preparation. By classifying the participating organizations, the survey also provides comparisons of salaries among differing industrial sectors, geographic regions, and sizes of employers.

EMC salary surveys do not provide data on variations among the various engineering disciplines, such as differences in median pay among civil, electrical, and mechanical engineers. Obtaining these details would raise the burden that the survey places on its participants to unacceptable levels. It would also raise complex problems of classification, because the labels that are applied to engineering education programs do not always accurately describe the graduates' subsequent work. Where a degree of correspondence exists between particular engineering disciplines and employment sectors, EMC's data can provide some clues about the salaries that may be associated with different kinds of engineering training. For example, although this report does not report salaries for chemical engineers *per se*, it does report salaries paid to engineers of all kinds by the chemicals industry. But for disciplines like mechanical engineering (whose graduates may be found in virtually every sort of technical workplace), or for a sector like the federal government (which hires all types of engineers), these linkages between training and subsequent employment do not apply.

The data reflect base salaries as of February 1, 1992. Responding organizations were instructed to exclude all irregular forms of compensation, such as one-time bonuses, overtime payments, stock options, etc. (however, since 1989 EMC has collected information on the *proportion* of engineers who receive special incentive compensation; see below). Data were requested for all full-time engineering graduates, including those in nontechnical or managerial positions (some employers advised EMC, as they have in the past, that top management personnel with engineering backgrounds were not included in their responses). Occasionally, data were also provided for non-graduates classed by their employers as fully qualified engineers; such cases, which are infrequent, were treated as equivalent to engineers with B.S. degrees.

Salaries are presented in the form of statistical tabulations, with details for upper and lower deciles, upper and lower quartiles, medians, and means (all of these terms are explicitly defined below). These data are spread across 18 levels of experience, based on the number of years since attainment of the bachelor's degree (age is used to estimate experience in cases where data on the year of graduation is not available). In addition, summaries of these statistics across all levels of experience are included. Both raw salary statistics and smoothed-curve estimates across the experience levels are reported. Graphed maturity curves based on the smoothed results are provided for all tabulations.

As in other recent years, production of EMC's salary surveys has been considerably accelerated to enable issuing these reports by July of the applicable year, enhancing their value for compensation planning and other purposes. The number of engineers in industry represented by the data declined slightly, from 130,427 in 1991 to 125,045 in 1992. The number of participating organizations also declined, from 284 to 250 (employers who supplied multiple responses for single operations spread over many separate geographic locations are counted only once in this enumeration).

In 1991, new refinements in EMC's curve-smoothing methods were incorporated into this survey. The principal change was the adoption of "anchor points," in which all curves for a sector are computed using the zero-year values (salaries for those with less than one year of post-baccalaureate experience) of the base salaries for non-supervisory engineers with B.S. degrees (see below for additional details on this procedure). This modification "anchors" curves to this starting pay statistic. We believe that this improves the fit of the smoothed curves to actual compensation practices, especially for data sets like those for supervisors or holders of advanced degrees. Readers who track these statistics over time should be aware that this technical change lowers the early-year values of our salary estimates.

The Engineering Manpower Commission has been engaged in studies of engineering compensation for 38 years. EMC's salary reports began in 1953 with *Professional Income of Engineers*. The *Special Industry Report*, which began to appear in 1966, adds details on variations in engineering pay for those with B.S., M.S., or

Ph.D degrees. Originally, EMC's salary surveys were done every three years, then every two years; beginning in 1980, they began to be issued annually. EMC also conducts biennial surveys of the compensation of engineering educators; such a study was conducted this year (*Salaries of Engineers in Education, 1992).* In addition to these detailed statistical volumes, a summary of the results of this survey, with special data on trends over time, is available in "Engineering Salaries, 1992," issue number 120 (July, 1992) of the *Engineering Manpower Bulletin.* On request, EMC also provides custom tabulations of its salary data base, such as frequency distributions of the data across salary brackets or reports on other groupings of the participating organizations. For prices and information on orders, see the inside back cover of this report.

The goal of EMC's salary studies is to determine current levels of compensation for engineers and to report on trends over time. EMC does not evaluate individual salary situations, nor does it advise employers on rates that should be paid for specific positions. Indeed, our own data demonstrate that for any specific combination of employment sector, supervisory responsibilities, education, and experience, variations between the top and bottom salaries reported for the position (as measured by high and low deciles) are likely to be as great as the distinctions introduced by differences in any of the other factors. In short, variations in engineering pay within specific matched positions can be as large as variations between positions, even when the latter distinctions entail substantial differences in employment sectors, education, responsibility, or experience. On the whole, individual salaries are influenced by many considerations, including the economic conditions of particular industries and firms, and the skill, performance, and negotiating ability of particular people.

SURVEY METHODOLOGY

Questionnaires were mailed in January, 1992 to EMC's national list of engineering employers. This listing is updated every year, using *Peterson's Guide to Engineering, Science, and Computer Jobs* (Princeton: Peterson's Guides, published annually), industry and trade directories, employment notices, and the Engineering Manpower Commission's internal records of participants in past surveys.

Copies of the survey instruments are provided in the appendices to this report. Usage of EMC's traditional matrix-style survey forms has declined greatly. Most smaller organizations—those with 50 or fewer engineers—now use our alternative "short form" questionnaires, first introduced in 1987, which provide a more convenient way to report their data. Most larger organizations are now providing their information in the form of simple ASCII text files on floppy disks. Since 1987 when EMC first experimented with this form of response, its use has steadily increased; in 1992, information on 64,356 engineers was provided in machine-readable form. We will continue to urge participants, especially the largest ones, to submit their responses this way, as it substantially reduces labor burdens for both the respondents and ourselves, and it helps reduce the effort needed to correct errors from EMC's data entry. We will continue to provide the older matrix-style forms as an alternative for our respondents, however, as long as significant numbers of participants make use of them.

As noted earlier, responses to the survey representing 125,045 engineers were obtained from 250 private sector organizations. In addition, EMC also obtained data on the salaries of 5,577 engineers employed by 19 agencies of federal, state or local governments. Further processing of the data included these steps:

1. Preliminary tabulations were run to confirm manual counts of the number of responding organizations and the number of engineers represented by the data for each company and industrial sector. Data provided by participants are reviewed to see if implausibly large numbers of engineers have been reported as inexperienced and highly paid, or very experienced and poorly paid, which could be a sign of errors on the respondent's part in compiling the information. Such problems are rare.

2. Participants were assigned to sectors on the basis of their responses to an item on the survey forms that asked each organization to indicate how it should be classified. Many participants were classed in two or more sectors (see the appended list of responding organizations for details). Final sectoral groups were formed only if at least five responding organizations and at least 200 engineers were represented. Participants who did not fall into a conventional industry category, or whose preferred sectors could not be formed, were grouped into three residual categories: other durable goods manufacturers, other nondurable goods manufacturers, and other non-manufacturers. See the table "Distribution of Responses, 1992" below, for a list of the final sectors. In addition, the organizations included in each sector are identified in the appendices.

3. Within sectors, no one responding organization was permitted to account for more than one-half (50 percent) of the data points—number of engineering salaries—reported for the sector. Weighting was used to carry out these adjustments, which have the effect of limiting the influence of any single organization on the results of the survey. In most cases, the actual effects of these adjustments were negligible, because weighted organizations only rarely vary greatly from

others in the same sector in their salary practices.

4. Within sectors, further divisions of the data to isolate such subgroups as supervisors can have the effect of reducing the size of data pools below the 200-case minimal standard. In such cases, no salary statistics were generated.

5. Across sectors, in estimates of combined-industry salaries for such groups as all manufacturers, the data were weighted again to bring the sector-by-sector distribution of engineers into line with the actual distribution of engineers in the work force. As in other EMC salary surveys, the basis for this second set of weights is the U.S. Bureau of Labor Statistics' industry-occupation matrix. The matrix is a computer-based model maintained by the Office of Economic Growth at BLS, and accounted for some 1.48 million employed engineers as of 1990. The table, below, on the distribution of responses in 1992 includes the BLS data for the numbers of engineers in the several sectors. Also, weights for the "All Industries" summary are reported. It is apparent that EMC's data base, which is not a random sample, roughly parallels the actual engineering labor force in its distribution among the major types of industries. The unweighted data tend to overrepresent the chemical, petroleum, transportation equipment, other durable goods, research, and utility sectors, and to underrepresent the non-electric machinery, precision instruments, construction, and other non-manufacturing sectors; weights reduce these biases as well as a number of less prominent differences between EMC's data base and the distribution of engineers, as estimated by BLS, in the U.S. industrial economy. We believe that at least some of these distinctions are artifacts caused by differences between BLS and industry in approaches to sectoral classification. For example, BLS continues to include substantial numbers of engineers in a precision instruments group, but we suspect these employers have an increasing propensity to think of themselves as electronics manufacturers.

6. The raw medians, quartiles and other percentiles were developed by straight-line interpolation within salary brackets, rounded to the nearest $50. The median, or 50th percentile, provides an illustration. The median for any ranked distribution is that value that divides the data in half, with 50 percent of the cases above it and 50 percent below. For example, if there are 249 engineers with a given level of experience in a sector, the median salary for this level of experience is the value of the 125th data point. EMC's data are grouped into salary brackets, so calculation requires one to determine which group of salaries contains this median point. Interpolation then yields the final raw result; continuing the example, if the 125th point happens to be the 20th case in the $36,000-$37,999 bracket, and if there are 39 cases in this bracket, then the median value is $37,000. Calculation of the deciles and quartiles is similar, except that in those cases the statistics cut the data into quarters or tenths.

7. Statistics for deciles, quartiles, medians, and means were not computed if the number of data points for those with a given level of experience (years since obtaining the B.S. degree) was either ten or less, or less than one percent of all the cases in the data set; if the data were for supervisors with less than four years of experience; if the data were for engineers with master's degrees and less than two years' experience; or if the data were for engineers with doctoral degrees and less than five years' experience. (Details for variations in engineering salaries between those with bachelor's, master's, or doctoral degrees appear only in the *Special Industry Report.*)

NEW DEVELOPMENTS IN CURVE SMOOTHING

As in the past, EMC's final salary statistics were generated from raw results using four-parameter smooth curves computed by the least squares method. Raw statistics were converted, using data across all levels of experience, into curves of the form

$$y = ax^z + bx + c$$

where y = the reciprocal of the salary and x = (43 minus the number of years since the first degree). The computational algorithm yields values for the parameters a, b, c and z which minimize the sum of the squares of the differences between the raw and smooth values of y. The squared differences are weighted by the number of cases associated with each set of data points. Transformed values are used to improve the precision of the computation.

This approach to curve smoothing was adapted by Richard C. Fremon (a former chairman of the Commission and presently an emeritus member) from similar routines he developed for salary curve smoothing at AT&T's Bell Laboratories in the 1960s, and has been used by EMC since 1967. In programming the routines for EMC's computing systems, new wrinkles have been added. Improved handling of values used for beginning and ending salary brackets—in 1992, for salaries of more than $125,000 or less than $22,000 per annum—eliminated difficulties experienced in the past when top salaries for some of the most highly paid engineers, such as senior supervisors in the petroleum industry, tended to be artificially depressed. Also, graphing routines were adjusted so that plotted curves accurately reflect the actual value assumed for the top experience bracket (39 years).

A more fundamental adjustment has been EMC's increasing allowance for the fact that more than one "minimal" sum of squares can be computed for most of these salary data, depending on what values are assumed at the beginning of the process. EMC's traditional program iterated the computations until the sum of the squared differences began to rise; at that point the process ended and the previous results became our published values. In some distributions of the data (for example, when the statistics were dominated by a pair of companies with very dissimilar salary scales) this approach could yield unsatisfactory results. In the more common curve smoothing exercises employed by many corporations to examine compensation practices, such problems can be handled through trial-and-error tests until a satisfactory outcome is reached. That sort of solution is less feasible for EMC, both because of the volume of curves the project generates, and because highly consistent methods are needed to provide a degree of comparability among different results in any one year, as well as among results over time, from one year to the next.

To provide improved results while still adhering to predictable methods, the curve-smoothing program was adjusted in 1987 to test the value of the exponent z, which had been set to begin at 1.0, incrementing until the sums of squares no longer diminished (increments of both 0.1 and 0.2 have been tried; we currently use 0.2 as no improvements can be observed using the smaller and more time-consuming value). When this process was completed for any given set of data, z was inspected to determine if it had only reached a relatively small value (2.0 out of a possible top value, set arbitrarily, of 15.0). If not, the process was automatically restarted, running a second time after re-initializing z to the higher starting value of 2.0.

This change resulted, in almost every case, in the generation of a *pair* of curves—which is to say that EMC's original approach almost always yielded a solution before z had reached a very large value. Restarting the procedure provided a second possible solution and a second set of smooth curves, which were then compared with the original set to choose the one with the best fit to theory (e.g., that salaries should increase most rapidly in early years and flatten with greater experience), as well as a good fit to the original data (that is, the curves should not grossly distort the raw results). The final curves were selected by choosing the version that came closest to the raw data for the starting (less than one year), ten, and 25-year experience brackets (in some cases, adjacent brackets were used to compare the pair of curves, because of obvious sampling problems in the raw data). EMC also computed curves with even higher initialization values of z, for a few cases where continuation of this iterative process resulted in more satisfactory outcomes. By 1990, over 95 percent of the curves depicted in these reports were derived by iterations that were initialized at $z = 2.0$, and many of the remaining curves were initialized at still higher values.

Note that these procedures only limited the starting points for the curve-smoothing computations; the actual results were generated by whatever value z had reached before the sum of squares began to increase, a value that varied from one curve to the next. In practice, the following outcomes were observed. EMC's traditional (pre-1987) curves, which did not provide for the use of starting values of z that were greater than 1.0 and which usually resulted from iterations that ended before z had reached a value of 2.0, tended to be "peaky" (although the peaks could occur outside the visible portion of a graph, so that some curves appeared as virtually straight lines). Often these curves did not seem to move down enough at the early (beginning) salary levels. The alternative curves, which were computed using higher starting values for z, behaved differently. Usually they conformed more closely to the raw statistics for salaries of new engineers, at least when data were not limited to those with advanced degrees or supervisory responsibilities. These curves flattened out when they reached the higher experience brackets; in most cases, this also improved the fit of the curves to the raw data.

In 1987 EMC also began to present raw salary results as well as the smooth-curve estimates, doubling the amount of information provided by these surveys and enabling more sophisticated interpretations of the statistics. This change has allowed EMC to make distinctions between *factual outcomes for the companies participating in a survey*, which is what the raw statistics are, and *best estimates of the underlying general trends*.

The Commission was still not satisfied with its curve-smoothing methods; least-squares computations entail a number of logical and mathematical difficulties when applied to data on compensation. In particular, the computations are very sensitive to variations in the distribution of a set of engineers across experience brackets, and the curves for supervisors or engineers with M.S. or Ph.D degrees have tended in the past to overestimate rates of compensation for the more recent entrants to the profession.

In 1991, another series of adjustments were implemented to deal with these remaining issues. First, since over 95 percent of our maturity curves were being generated with the higher initialization value of z, we dropped the routine generation of two possible results (pairs of curves). Instead, we adopted a standard default initialization value of 2.0. This permitted significant reductions in the time required to do the computational phase of the project. The results are still inspected for suitability, and alternative initialization values are employed on as-needed basis. Second, the actual values of z that apply to each finished smoothed maturity curve were captured and displayed as part of the statistics. Note again that these are *final values,* not the *initialization values* discussed above.

Third, to treat the problem of exaggerated compensation estimates for the less experienced people in curves that deal with supervisors or engineers with advanced degrees, we adopted the use of anchor points. In our implementation of this concept, raw salary values are saved for engineers with the least post-baccalaureate experience: non-supervisors who have graduated within the past twelve months with only a B.S. degree. For curve-smoothing purposes, those values are then used in place of the original statistics for engineers with less than one year's experience, for all combinations of supervisor/non-supervisor status and degree level. A dummy value is computed for the number of data points associated with these anchoring statistics, by applying the proportion of engineers with less than one year's experience in the non-supervisory B.S. group to the other data sets. Once smoothed values are computed, the original raw data for engineers with less than one year of experience are restored, so the procedure does not wipe out any information.

The effect of this change is to "anchor" curves to actual starting salaries, thus lowering estimates for engineers with less experience, especially for data sets for supervisors or holders of advanced degrees. Long-time users of these reports will need to allow for this change when they compare EMC's results for 1991 and 1992 with statistics from our earlier reports. We believe the adjustment significantly improves the accuracy of maturity curves, which are widely used as a means to assess the compensation of engineers.

These refinements continued in 1992. To exercise still more control over the crucial parameter z, our software has been modified to support custom specifications of both the initialization and upper limit values of this variable, allowing repeated trials to find a curve-smoothing solution yielding optimal results. Additional improvements are planned.

PRESENTATION OF RESULTS

Curves and tables in this report are arranged in a hierarchy, starting with the broadest grouping ("All Industries") and then working through specific sectors, to the extent permitted by the data and the rules and conventions discussed above.

The "All Industries" data are extensive, and include details for supervisors, non-supervisors, and variations by size of employer and region of the nation. Next, data are presented for "All Manufacturing Industries," and for the industrial sectors that are in that group. The report concludes with a similar section for "All Non-Manufacturing Industries."

The table of contents for this report can assist users in locating comparative data of interest. The specific participating organizations in each sector are identified in the appendices, so that users can better judge the applicability of the information given for a particular sector to their own situations.

The tabulations accompanying the curves include mean salaries (not plotted) and the distribution of the cases among the various experience brackets. The tables also list the numbers of cases falling in the extreme salary brackets (for industry data in 1992, less than $22,000 or more than $125,000). The tabulations also provide summary data for salaries across all experience brackets. Such broad statistics are unlikely to be applicable to specific engineers, but they are useful in assessing differences among groups. Since these data are now routinely provided in the tables, the brief discussion of overall salary outcomes that was once included in these introductions has been dropped from this text.

Data provided by participants in EMC salary surveys are confidential. Only aggregates are presented. Only EMC staff have access to completed forms. Forms do not identify salaries of particular persons.

DEFINITIONS

1. Industrial Sectors and Combined Groupings:

All Industries includes all participating organizations, except agencies of local, state or federal government, in the 1992 EMC salary survey.

All Manufacturing includes the following industrial sectors: basic metals; chemicals; electric, electronic, and computing equipment; fabricated metal products; non-electric machinery; petroleum; precision instruments; transportation equipment; other durable goods manufacturers; and other nondurable goods manufacturers. EMC's traditional data set for aerospace is still present! It will be found as a subgroup of the transportation equipment group.

Electric, Electronic and Computing Equipment is a summary grouping; in addition, separate reports are provided for manufacturers of electrical machinery, electronic equipment, and computing hardware or software.

Transportation Equipment is a summary grouping which includes aerospace, automotive, and shipbuilding manufacturers; as noted above, a separate report is provided for the aerospace industry.

Other Durable Goods Manufacturing and *Other Nondurable Goods Manufacturing* are residual sectors. They include organizations who judged that their businesses did not fit into any of the more traditional industrial sector categories; they also include additional organizations whose preferred sectors could not be formed due to a lack of a sufficient number of responding employers, data points, or both. "Durable Goods" are those with a normal usable life of at least three years. For 1992, this residual category includes manufacturers of ceramic products, lumber and wood products; mining companies; and other durable goods manufacturers that do not fit into the other categories used for EMC's surveys. "Nondurable Goods" are those with a shorter usable life, and include paper, textiles, tires and other fabricated rubber products, and food and agricultural products.

Non-Manufacturing Industries is a summary group that includes communication services and utilities, construction, consulting and engineering services, electric and gas utilities, research organizations, and a miscellaneous residual group of "other" non-manufacturing organizations (see below).

Consulting and Engineering Services is a summary group; reports are provided on both components, and also on a sub-group of environmental consulting and services organizations.

Electric and Gas Utilities is a summary group; separate reports are also provided for electrical utilities (which include combined electric and gas utilities), and for gas utilities (principally pipeline companies).

Other Non-Manufacturing is a residual group for non-manufacturing participants whose preferred classifications could be not formed, due to lack of sufficient data. In 1992, the group includes companies or organizations in business/trade/publishing, and professional societies; insurance companies account for the majority of these cases.

Large Industrial Employers have 5,000 or more employees; *Medium Industrial Employers* have between 500 and 4,999 employees; *Small Industrial Employers* have less than 500 employees.

A list of the regional classifications used in this report is included at the beginning of the tabulations by region.

2. Chart Data (a facsimile chart is provided in the appendices for readers wishing to plot their own data):

The *median* is the point in a ranked array that is the midpoint of the series: the 50th percentile. *Quartiles* are points in ranked arrays that divide the series into quarters. The lower quartile is the 25th percentile; the upper quartile is the 75th percentile. *Deciles* are points in ranked arrays that divide the series into tenths. The lower decile is the 10th percentile; the upper decile is the 90th percentile.

Mean: sum of the values of the data, divided by the number of cases (data points). Provided as a convenience, but rarely used in analyses of income data, because means are sensitive to extreme values, while medians are not.

Supervisors: those "whose duties are primarily managerial or supervisory," whether or not they currently work in engineering positions. Some participating organizations indicate that they do not report salaries of top managers. Precise definitions of "supervisor" vary from one organization to the next.

Years Since Baccalaureate Degree: a measure of experience. In 1992, an engineer with zero years of experience received the bachelors' degree in 1991 or the first quarter of 1992. Engineers with more experience may have been working or may have been pursuing advanced degrees.

3. Data on Bonuses and Other Forms of Special Compensation:

One-time special payments have become a more common component of engineering pay. EMC has traditionally tracked base salaries only. Since 1989, however, EMC's survey has included a special question to estimate the percentage of supervisors and non-supervisors who received additional special compensation, in recognition of the trend toward increased use of bonuses. The item applies to the previous year (1991, for the 1992 survey); the question is necessarily retrospective, since 1992 bonuses would not have been paid at the time of the study. Results for this item are reported in the table on the following page. Data for this item from EMC's previous compensation surveys are also included.

PERCENTAGES OF ENGINEERS WHO RECEIVED BONUSES OR OTHER FORMS OF SPECIAL INCENTIVE COMPENSATION, 1989 through 1991:

	Supervisors:			Non-Supervisors:			All Engineers:		
Industry Group:	1989	1990	1991	1989	1990	1991	1989	1990	1991
All Industries	61.2%	31.6%	40.4%	22.0%	11.9%	53.9%	37.1%	23.4%	50.2%
All Manufacturing	32.6	6.6	40.7	30.4	14.9	52.5	30.8	9.9	49.1
Basic Metals*	64.1	-	2.1	60.9	-	1.6	62.1	-	1.9
Chemicals/Drugs/Plastics	40.8	19.7	20.7	34.8	25.1	41.1	36.7	22.8	30.8
Electrical/Electronics/Computers	19.9	11.3	20.5	28.1	6.1	53.8	26.9	8.6	47.2
Electrical Machinery	23.2	32.3	93.3	14.7	32.2	80.2	17.5	32.3	84.0
Electronic Equipment	11.8	2.3	12.6	28.7	0.5	55.2	26.8	1.3	47.4
Computing Systems	32.1	28.7	13.1	9.1	4.8	3.1	13.3	12.4	6.2
Fabricated Metal Products	5.6	13.1	1.3	2.9	0.0	4.0	3.7	7.4	2.3
Non-Electric Machinery	29.3	27.4	20.7	4.6	31.2	41.1	12.2	27.7	30.8
Petroleum	2.5	1.9	1.4	0.1	0.0	0.6	0.9	1.1	1.0
Precision Instruments*	26.8	-	-	0.8	-	-	6.1	-	-
Transportation Equipment*	-	0.8	69.0	-	2.4	58.8	-	1.1	61.3
Aerospace	6.6	14.9	4.0	0.5	2.5	12.0	1.1	4.6	11.0
Other Durable Goods	22.8	10.8	10.3	3.1	0.0	6.8	6.6	3.1	7.4
Other Nondurable Goods	13.6	29.0	22.6	4.6	9.2	7.1	8.6	13.7	10.3
All Non-Manufacturing	69.5	64.5	37.9	13.3	8.8	50.4	41.2	39.9	47.4
Communication Services	8.1	9.1	30.9	5.5	12.3	-	6.6	11.1	15.1
Construction	11.2	6.6	0.5	0.8	0.0	28.0	4.3	2.2	16.7
Consulting/Engineering Services	31.7	38.4	8.5	13.3	3.8	10.7	18.8	17.0	10.1
Consulting	40.3	40.3	8.7	20.4	2.4	17.6	27.2	19.2	14.6
Engineering Services	23.0	40.1	4.3	5.7	4.0	3.4	10.9	18.7	3.6
Environmental Services*	-	44.8	44.0	-	31.2	17.1	-	41.8	23.0
Electric/Gas Utilities	37.5	18.2	35.8	15.6	17.0	24.9	21.6	17.5	28.5
Electric Utilities	35.8	17.5	34.3	16.0	17.2	26.1	21.5	17.3	28.8
Gas Utilities	66.4	48.3	76.0	5.7	0.5	2.6	24.6	27.7	22.0
Research Organizations	84.0	87.7	69.4	12.8	1.9	80.2	58.1	69.7	78.4
Other Non-Manufacturers	1.7	76.9	32.5	3.0	3.3	4.9	2.5	16.7	11.1

*NOTES: This item was included for the first time in EMC's 1989 compensation surveys, and more organizations have subsequently responded to it. All calculations exclude companies that did not provide this information. Because some companies are counted in more than one sector, the percentages from one group to another—and from components of summary groups to the summary categories themselves—are not mutually exclusive. No separate sector was formed for basic metals in 1991; no separate sector was formed for precision instruments in 1991; the transportation equipment grouping and the environmental services sector were first formed in 1991.

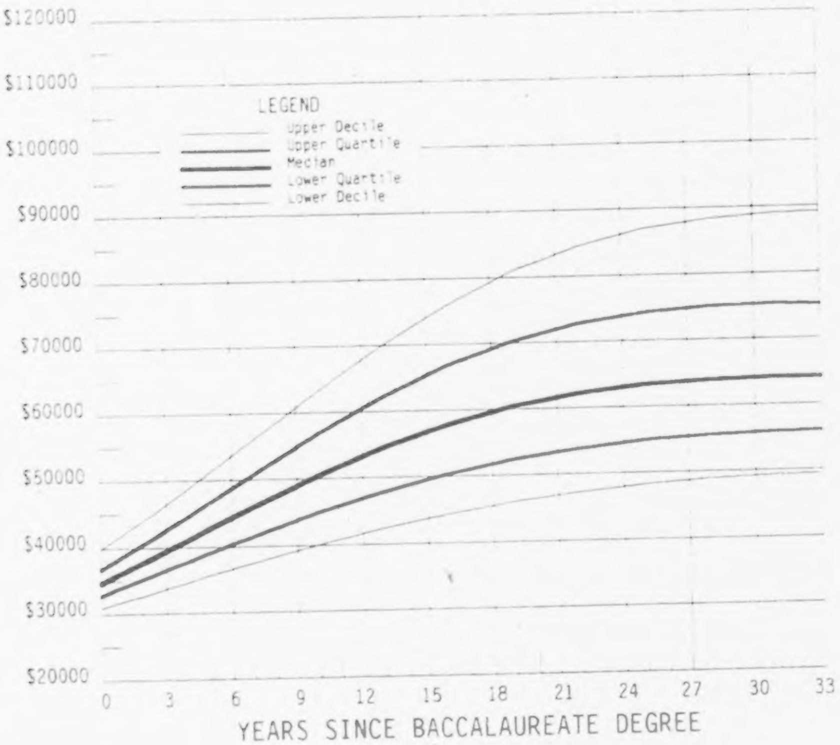
DISTRIBUTION OF RESPONSES, 1992

	Distribution, counting multiple assignments of establishments to more than one sector		Distribution, counting each establishment in its primary sector only		Weighting, based on primary-only assignments	
Industry Group:	Participating Organizations:	Engineers Represented:	Participating Organizations:	Engineers Represented:	All Employed Engineers (BLS Data for 1990):	Sector Weight:
All Industries	250	125,045	250	125,045	1,281,805	N/App
All Manufacturing	120	75,924	112	73,048	765,249	N/App
Basic Metals	5	1,107	4	571	16,796	2.869552
Chemicals/Drugs/Plastics	13	20,449	10	12,760	44,421	0.339611
Electrical/Electronics/Computers	45	18,512	34	10,674	212,878	1.945574
Electrical Machinery	8	1,036	6	951	-	-
Electronic Equipment	29	16,298	22	9,313	-	-
Computers	8	1,178	6	410	-	-
Fabricated Metal Products	19	2,643	13	1,166	27,609	2.309917
Non-Electric Machinery	9	336	8	235	66,609	27.65090
Petroleum	11	9,470	10	8,895	29,079	0.318917
Precision Instruments	7	943	2	77	109,924	139.2663
Transportation Equipment	18	34,290	15	34,090	200,878	0.574843
Aerospace	12	8,519	9	8,319	-	-
Other Durable Goods	10	4,286	8	2,957	13,785	0.454778
Other Nondurable Goods	8	1,623	8	1,623	43,270	2.600834
All Non-Manufacturing	147	54,622	138	51,997	516,556	N/App
Communication Services	7	3,152	7	3,152	33,529	1.037716
Construction	8	3,741	2	247	23,593	9.318169
Consulting/Engrg Services	68	19,777	55	14,264	258,608	1.768662
Consulting	49	11,813	41	9,037	-	-
Engineering Services	28	12,618	14	5,227	-	-
Environmental Services	8	337	-	-	-	-
Electric/Gas Utilities	43	12,221	42	12,206	39,281	0.313944
Electric Utilities	37	11,798	37	11,798	-	-
Gas Utilities	6	423	5	408	-	-
Research Organizations	28	22,547	23	21,851	56,701	0.253141
Other Non-Manufacturing	9	277	9	277	104,844	36.92395

NOTES: totals in specific tables may not exactly match these numbers, due to rounding in the weighting process. Additional weights, not depicted here, were used for the "All Manufacturing" and "All Non-Manufacturing" groups. Data for engineers in government are not used in this table; those figures add 201,209 engineers to the BLS work force estimates. In general, statistics from the current (1990) BLS Industry-and-Occupation Matrix have been regrouped here, to accomodate EMC's broader sectoral definitions.

CURVES AND TABLES FOR ALL INDUSTRIES

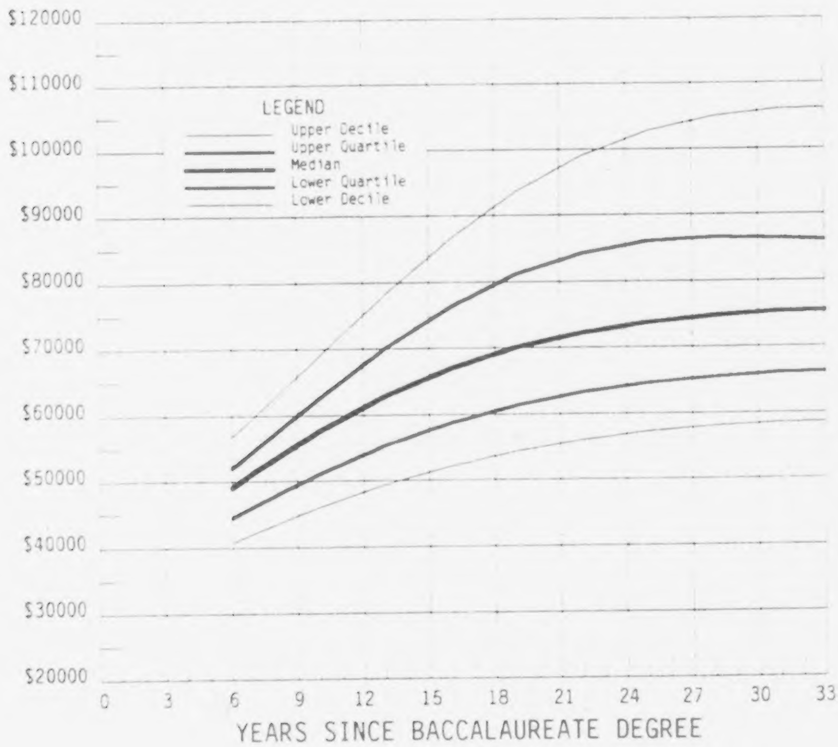
SALARY CURVES FOR ENGINEERS IN ALL INDUSTRY
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ALL INDUSTRY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39750	41900	44150	46400	48750	51150	53550	56000	58400	63200	70000	76000	80900	84500	86950	88350	89050	89250	75100	2.2
Upper Quartile	36700	38600	40550	42550	44600	46650	48700	50750	52800	56750	62200	66800	70300	72800	74300	75050	75300	74950	63000	2.2
Median	34600	36200	37800	39450	41050	42700	44300	45900	47450	50450	54500	57850	60400	62200	63300	63900	64150	64000	52150	2.2
Lower Quartile	32750	34050	35300	36550	37800	39050	40300	41500	42650	44900	47900	50400	52400	53850	54850	55500	55900	56200	43250	2.2
Lower Decile	30850	31850	32800	33750	34700	35650	36600	37500	38350	40050	42350	44350	46000	47250	48200	48900	49300	49650	36850	3.6
Mean	34950	36550	38200	39850	41500	43150	44800	46500	48100	51300	55650	59450	62450	64750	66300	67300	67850	68250	54900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	42300	41150	46550	46100	47200	52000	54050	55800	57500	63050	71500	76000	78250	84350	87950	89650	88250	89650	75100	
Upper Quartile	37250	38700	41450	43000	43300	46300	49750	50950	52200	57050	62600	66400	68350	73150	75200	75800	74150	75500	63000	
Median	34950	36000	38300	39300	39800	42000	45200	46250	47500	50950	54650	57600	59150	62650	63300	64300	64100	64200	52150	
Lower Quartile	33300	34450	35350	36050	36300	37750	41350	41600	42800	45600	48150	50050	51150	54400	54200	56700	56900	55650	43250	
Lower Decile	32050	32300	32600	32600	33300	33900	37750	37400	38250	40550	43350	44850	45150	47100	47950	50200	49500	48350	36850	
Mean	36250	36600	39000	39500	40250	42050	45650	46500	47750	51600	55200	59350	61100	65400	66600	68300	67650	67800	54900	
Supporting Data																				
Total Number	2671	4470	4544	4213	4170	4886	5667	5449	4673	14738	12500	9856	10338	9154	7251	6111	5455	8900	125045	
$125,000 or More	0	0	0	0	2	0	0	0	0	2	3	10	19	67	72	49	51	126	402	
Less Than $22000	0	2	2	0	0	1	0	0	4	1	0	1	0	1	0	0	0	2	14	

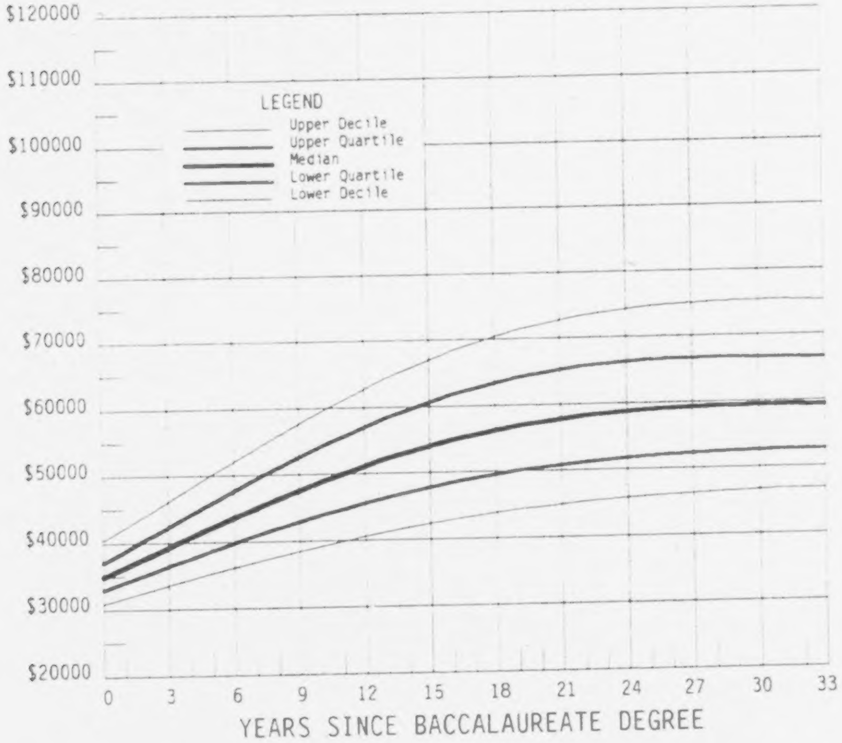
SALARY CURVES FOR ENGINEERS IN ALL INDUSTRY SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	56650	59650	62750	68950	78100	86500	93550	98950	102700	104900	106000	106350	92100	2.2
Upper Quartile	0	0	0	0	0	0	52000	54650	57300	62550	70000	76300	81100	84250	86000	86550	86400	85100	78450	2.2
Median	0	0	0	0	0	0	49050	51300	53500	57550	62800	66950	70050	72250	73750	74750	75300	75750	67800	3.8
Lower Quartile	0	0	0	0	0	0	44400	46200	47900	51100	55300	58700	61300	63250	64600	65500	66050	66550	57500	3.6
Lower Decile	0	0	0	0	0	0	40650	42050	43450	46000	49400	52150	54350	56000	57200	58000	58450	58900	50150	3.6
Mean	0	0	0	0	0	0	49400	51700	54000	58300	64000	68700	72400	75100	77050	78300	79100	79750	70050	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	59300	60500	64300	71200	79000	85200	87850	98950	102750	108900	108500	106750	92100	
Upper Quartile	0	0	0	0	0	0	57050	53900	58400	63800	72450	75600	76050	83200	86450	86850	86750	87650	78450	
Median	0	0	0	0	0	0	51700	47100	51750	57800	64650	66950	66800	74050	76350	75200	74250	74850	67800	
Lower Quartile	0	0	0	0	0	0	47950	39850	46050	52300	56900	58750	57800	65200	66750	65600	66900	65250	57500	
Lower Decile	0	0	0	0	0	0	43250	32900	41300	48350	50800	53000	51750	56900	58950	57850	58300	57950	50150	
Mean	0	0	0	0	0	0	52200	47450	52500	59050	65600	68500	68850	76500	79150	79050	79100	79200	70050	
Supporting Data																				
Total Number	32	219	149	150	136	256	633	639	554	2777	3495	3407	4006	3564	2623	2390	1845	3232	30107	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	3	8	19	66	71	46	43	119	379	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	

SALARY CURVES FOR ENGINEERS IN ALL INDUSTRY
NON-SUPERVISORS, ALL DEGREE LEVELS

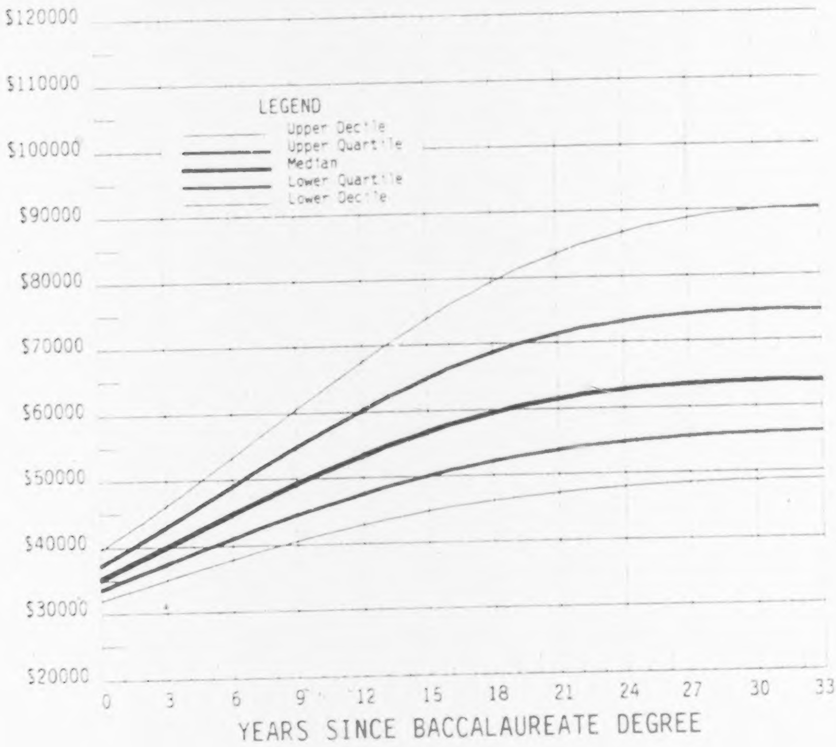


1992 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40300	42200	44150	46100	48100	50050	52000	53950	55800	59450	64300	68300	71300	73350	74600	75150	75300	74950	65400	2.2
Upper Quartile	37050	38750	40550	42300	44100	45850	47600	49350	51000	54200	58400	61750	64150	65700	66500	66750	66650	66050	57400	2.2
Median	34900	36350	37800	39250	40750	42150	43600	44950	46300	48850	52200	54850	56850	58150	58950	59300	59400	59150	48700	2.2
Lower Quartile	32900	34100	35250	36450	37600	38700	39800	40900	41900	43850	46400	48500	50100	51200	51950	52400	52650	52750	41000	2.2
Lower Decile	30900	31800	32700	33600	34450	35300	36150	36950	37750	39200	41200	42850	44200	45200	45900	46400	46700	46900	35750	3.8
Mean	35200	36650	38100	39550	41000	42450	43900	45250	46600	49200	52600	55400	57550	59050	60000	60550	60750	60750	50050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	41850	41050	46150	45950	46850	51050	52650	55250	55900	60150	63900	67050	70200	70650	74000	75950	75800	77250	65400	
Upper Quartile	37150	38300	41150	42850	43050	45800	48600	50700	51500	54900	58150	60250	62650	64250	65600	66500	67450	68200	57400	
Median	34950	35850	38200	39200	39650	41700	44600	46150	47150	49550	51700	53700	55200	57950	58450	60200	60700	59600	48700	
Lower Quartile	33300	34400	35250	35950	36200	37450	41000	41650	42400	44650	46700	47650	48400	51050	51300	53350	54250	52700	41000	
Lower Decile	32000	32200	32500	32500	33200	33550	37400	38100	38150	39650	41600	42950	43050	44950	45900	47500	47550	45900	35750	
Mean	36150	36350	38750	39300	39900	41550	44800	46350	47150	49850	52600	54500	56200	58350	59450	61350	61800	61300	50050	
Supporting Data																				
Total Number	2639	4251	4396	4063	4034	4630	5034	4811	4119	11960	9005	6449	6332	5590	4628	3721	3609	5668	94938	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	0	1	1	3	7	7	23	
Less Than $22000	0	2	2	0	0	1	0	0	4	1	0	1	0	1	0	0	0	0	12	

ALL INDUSTRY CURVES AND TABLES, BY SIZE OF EMPLOYERS

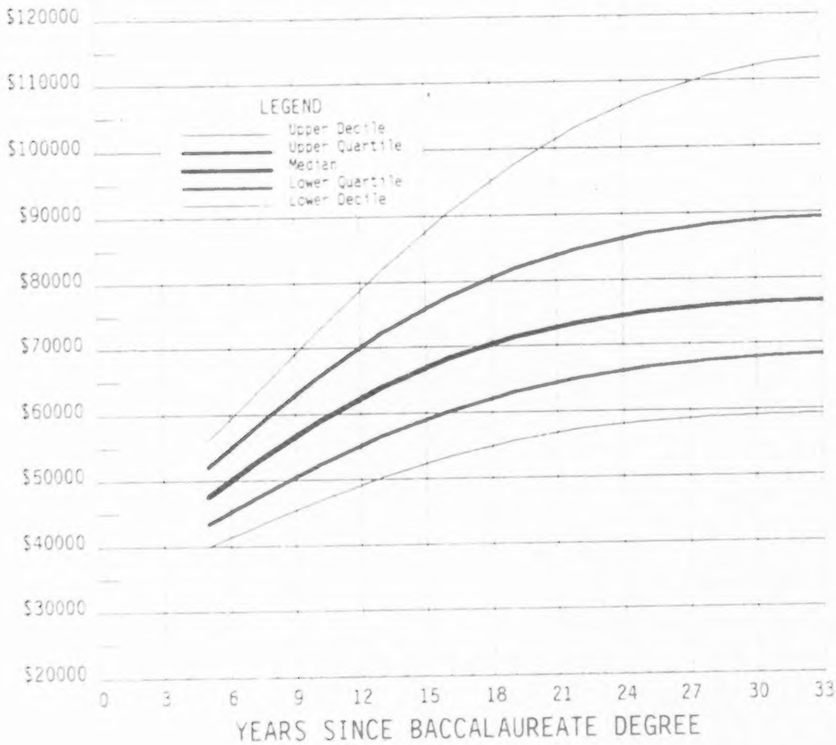
SALARY CURVES FOR ENGINEERS IN LARGE COMPANIES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: LARGE COMPANIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39600	41700	43900	46200	48500	50850	53250	55700	58100	62900	69800	75950	81000	84850	87550	89250	90150	90700	74400	2.2
Upper Quartile	37200	39100	41000	42950	44950	46950	48950	50950	52900	56700	61950	66350	69750	72100	73600	74350	74600	74350	62750	2.2
Median	35200	36800	38400	39950	41600	43150	44750	46300	47800	50750	54650	57850	60300	62000	63050	63600	63850	63700	52150	2.2
Lower Quartile	33600	34850	36100	37400	38650	39850	41050	42250	43400	45600	48500	50900	52800	54150	55100	55700	56000	56250	44000	2.2
Lower Decile	31850	32900	33950	34950	35950	36900	37850	38800	39700	41350	43500	45250	46550	47500	48150	48550	48750	48850	38050	2.2
Mean	35550	37150	38800	40400	42100	43750	45400	47000	48650	51750	56050	59700	62650	64850	66350	67300	67850	68200	55150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40850	41550	43450	45800	47900	50900	52550	55600	57600	64000	70550	75700	79850	83550	88150	91000	88600	91300	74400	
Upper Quartile	38200	39200	40600	42600	44350	46450	48700	51000	52350	57800	62300	66400	68900	70900	73900	74900	73750	75150	62750	
Median	35500	36700	38000	39650	41250	43000	45100	46900	47850	51450	54350	57800	59550	61000	62850	64050	63900	64550	52150	
Lower Quartile	33600	34600	36150	37250	38350	39550	41350	42800	43650	46250	48300	50300	51900	53750	55050	56200	56850	56400	44000	
Lower Decile	32300	32600	34150	34850	35500	36550	37950	38600	39350	41850	43800	44900	46000	47450	48000	49050	49500	48400	38050	
Mean	36450	37100	38600	40200	41650	43400	45200	47100	48250	52450	56200	59700	62050	64200	66600	68050	67750	68150	55150	
Supporting Data																				
Total Number	1271	1943	2187	2452	2136	2479	3061	3133	3047	7909	6872	5040	4781	5104	3917	3400	3057	3985	65776	
$125,000 or More	0	0	0	0	0	0	0	0	0	2	3	7	12	28	37	38	34	52	214	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	2	

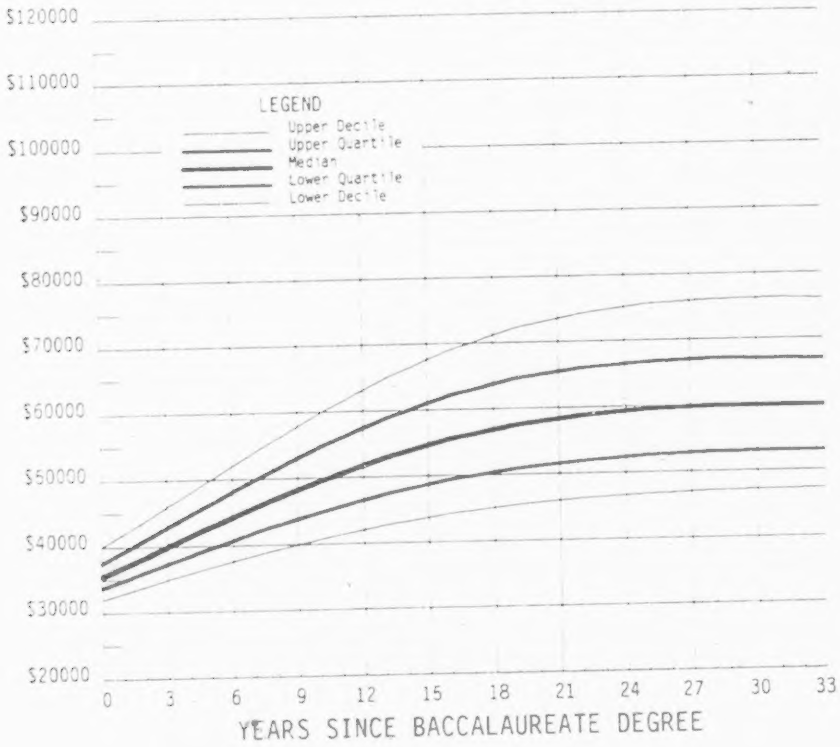
SALARY CURVES FOR ENGINEERS IN LARGE COMPANIES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	55950	59250	62550	65850	72450	81850	90350	97500	103250	107600	110750	112800	114900	97100	3.2
Upper Quartile	0	0	0	0	0	51950	54800	57600	60300	65450	72200	77650	81850	84850	86950	88300	89100	89700	79450	3.8
Median	0	0	0	0	0	47550	49950	52300	54500	58700	64000	68200	71300	73500	75000	75900	76400	76800	68950	4.0
Lower Quartile	0	0	0	0	0	43300	45200	47000	48800	52150	56550	60150	62950	65000	66500	67500	68150	68700	57750	3.4
Lower Decile	0	0	0	0	0	39900	41350	42750	44100	46750	50300	53300	55600	57250	58300	58900	59200	59300	49300	2.2
Mean	0	0	0	0	0	48250	50650	53050	55400	59850	65750	70600	74400	77250	79250	80550	81400	82100	71400	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	59150	59550	62250	64000	73050	82950	89150	94300	103000	110550	113500	112300	113950	97100	
Upper Quartile	0	0	0	0	0	52700	54500	55900	59150	66100	73300	77350	80300	84100	88050	89850	87200	90650	79450	
Median	0	0	0	0	0	48350	48900	50750	53050	58750	64750	68900	71400	73750	75800	75600	74300	76600	68950	
Lower Quartile	0	0	0	0	0	44550	45300	46400	48000	52500	56600	60150	62100	65400	67000	67850	67450	68800	57750	
Lower Decile	0	0	0	0	0	40800	41500	42050	44800	47500	50250	53850	54450	56950	58050	57850	59300	60750	49300	
Mean	0	0	0	0	0	49600	50400	51800	54200	60050	66500	70750	73300	77250	80150	81100	80050	82350	71400	
Supporting Data																				
Total Number	27	60	95	114	98	156	210	304	339	1328	1508	1388	1443	1506	1224	1085	966	1142	12991	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	3	5	12	28	36	36	28	45	194	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

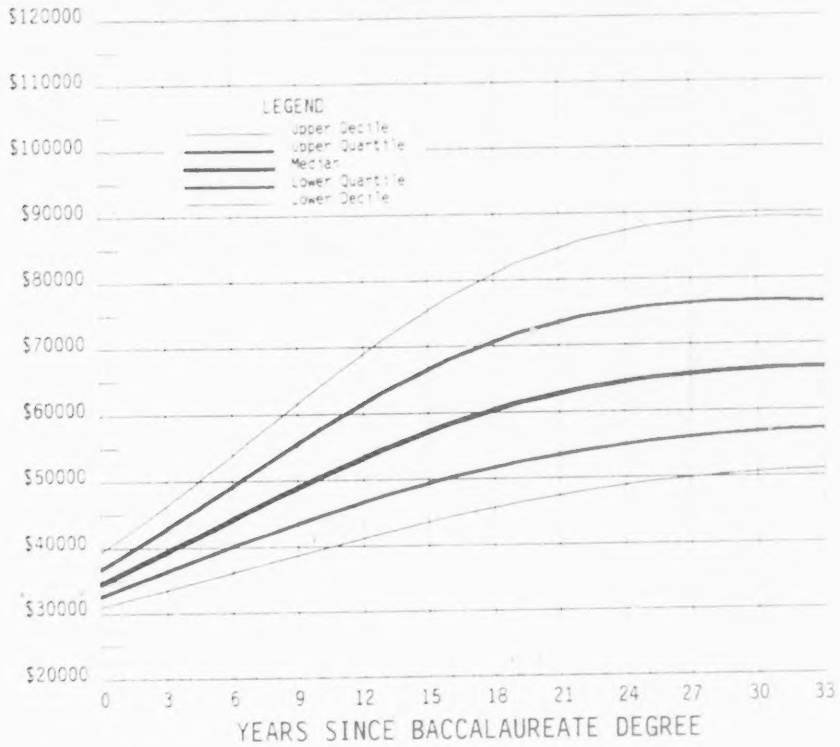
SALARY CURVES FOR ENGINEERS IN LARGE COMPANIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39950	41900	43900	45900	47900	49950	51950	53950	55900	59650	64750	68950	72100	74200	75500	76050	76200	75750	66150	2.2
Upper Quartile	37500	39250	41000	42800	44550	46300	48050	49750	51450	54600	58750	62050	64450	65950	66750	67050	67000	66400	58350	2.2
Median	35400	36900	38350	39850	41350	42800	44200	45600	46950	49500	52850	55500	57450	58750	59500	59850	59900	59650	49400	2.2
Lower Quartile	33700	34900	36100	37300	38450	39600	40700	41800	42850	44800	47300	49350	50850	51900	52550	52900	53050	53050	42300	2.2
Lower Decile	31950	32900	33900	34850	35750	36650	37550	38400	39200	40700	42650	44200	45350	46200	46750	47050	47200	47300	37200	2.2
Mean	35850	37300	38750	40250	41700	43150	44600	46000	47350	49950	53400	56200	58350	59850	60800	61350	61550	61550	51200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40700	41250	43300	45500	47400	49950	51900	54850	55950	61600	64900	67800	69950	71300	74900	76900	76200	78750	66150	
Upper Quartile	38000	39100	40450	42400	44000	46100	48350	50400	51550	55850	58950	61500	63100	63750	65950	67500	67350	68400	58350	
Median	35450	36650	37900	39600	41050	42750	44850	46550	47400	50250	52300	54750	56350	57900	59250	60250	60400	60750	49400	
Lower Quartile	33600	34550	36100	37200	38250	39350	41150	42450	43100	45500	47250	48400	49500	51300	52100	53350	54400	53550	42300	
Lower Decile	32300	32550	34100	34750	35400	36400	37700	38350	39000	41300	42700	43650	44750	46050	46600	47500	48200	46950	37200	
Mean	36250	37000	38450	40000	41350	43000	44800	46600	47500	50950	53300	55500	57200	58750	60450	61950	62100	62500	51200	
Supporting Data																				
Total Number	1244	1883	2091	2339	2039	2323	2852	2829	2708	6581	5364	3652	3337	3598	2693	2315	2091	2844	52784	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	0	1	1	2	6	7	20	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	2	

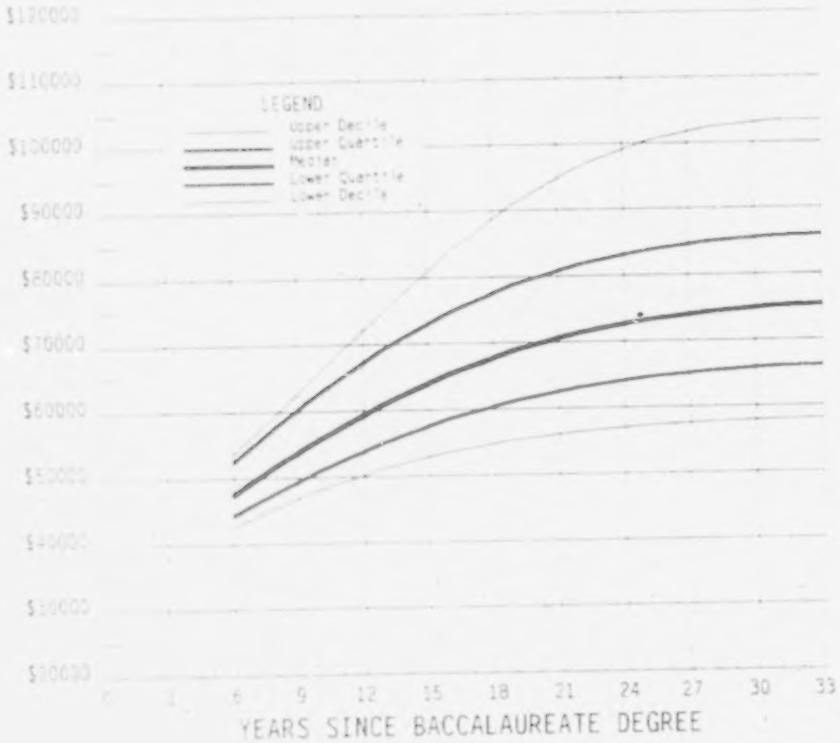
SALARY CURVES FOR ENGINEERS IN MEDIUM COMPANIES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	39300	41550	43850	46300	48750	51300	53850	56450	59000	64150	71350	77600	82500	85900	88000	89050	89300	88700	75900	2.2
Upper Quartile	36750	38700	40750	42800	44950	47050	49200	51350	53500	57650	63350	68150	71850	74350	75800	76450	76550	76000	63800	2.2
Median	34550	36100	37700	39300	40950	42550	44200	45800	47400	50450	54700	58350	61250	63400	64900	65850	66350	66700	52450	2.2
Lower Quartile	32600	33900	35150	36400	37650	38850	40100	41250	42400	44600	47650	50250	52400	54100	55400	56350	56950	57500	42700	3.4
Lower Decile	31000	31850	32700	33500	34400	35250	36100	37000	37850	39550	42000	44300	46250	47950	49250	50200	50800	51400	35900	3.4
Mean	34700	36400	38150	39900	41650	43350	45100	46750	48450	51600	55950	59750	62850	65300	57150	68450	69300	70100	55100	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	36900	41100	50200	46550	47800	54200	55900	57100	58150	61650	73100	77350	78000	86250	91050	89900	89500	90050	75900	
Upper Quartile	35500	38450	42750	43500	42350	48750	51850	51850	52850	56850	64650	67300	68850	73800	77650	78100	76550	76750	63800	
Median	34550	35800	39200	38000	38950	42400	45850	45950	46900	51000	55100	57700	59400	64750	65450	65350	66000	67250	52450	
Lower Quartile	33150	34600	35300	33350	35450	38200	41900	41550	42300	45000	48300	50200	51550	55300	54350	57200	57950	56400	42700	
Lower Decile	32000	32900	32350	29350	33250	34950	38150	34050	38250	39650	43950	45600	47250	44300	49850	52150	49250	50700	35900	
Mean	34650	36550	39700	38450	39650	43500	46800	46400	48000	51150	56950	59800	61500	66050	68450	69400	68700	69500	55100	
Supporting Data																				
Total Number	1133	2298	1868	1265	1451	1647	2195	1730	1127	5289	4280	3680	4324	3090	2327	1949	1830	3435	44917	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	7	9	33	11	15	66	144	
Less Than $22000	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	

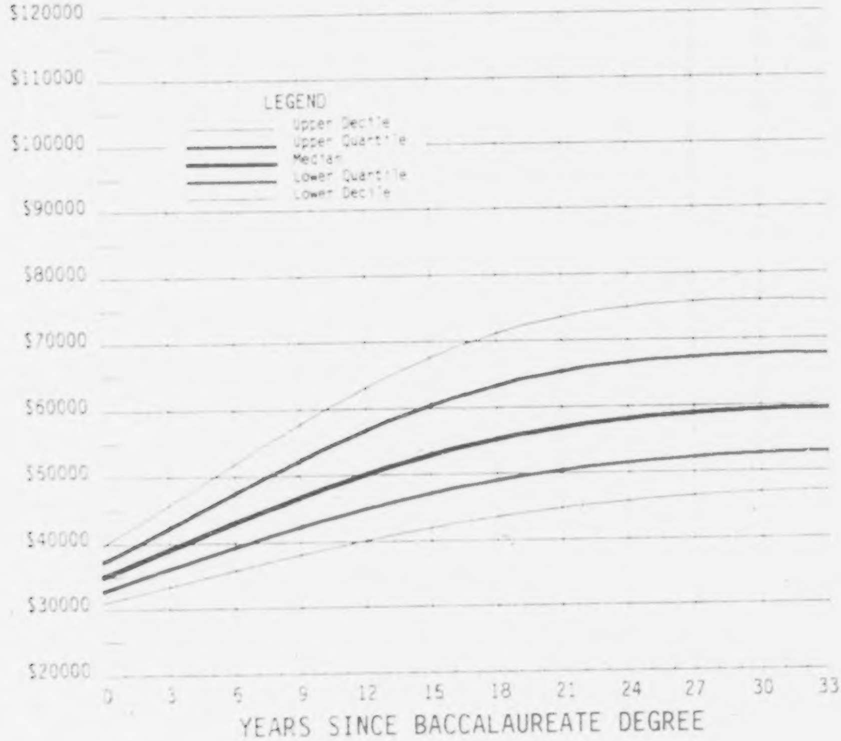
SALARY CURVES FOR ENGINEERS IN MEDIUM COMPANIES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES, SUPERVISORY

Years Since B.S.			2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	53450	56450	59550	65800	75100	83750	91000	96550	100250	102400	103350	103300	90500	2.2
Upper Quartile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	52300	55000	57700	62750	69400	74750	78800	81700	83700	85000	85750	86450	77000	3.6
Median	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	47450	49650	51750	55700	61050	65400	68850	71400	73200	74400	75150	75800	67150	3.6
Lower Quartile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	44350	46100	47800	51000	55200	58600	61200	63150	64500	65400	66000	66500	57700	3.4
Lower Decile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	42500	44050	45500	48100	51250	53600	55250	56400	57200	57650	57950	58150	51350	3.8
Mean	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	48900	51250	53550	57650	63550	68200	71750	74400	76200	77450	78200	78800	69500	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	59300	59100	0	67950	75900	81650	85800	97750	97950	105750	104600	106200	90500	
Upper Quartile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	47650	49650	0	62200	72550	74150	73800	81250	88900	85800	88250	87100	77000	
Median	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	52150	33850	0	57800	65950	65700	64800	71900	76200	74300	75950	75000	67150	
Lower Quartile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	50200	32950	0	52950	58550	58600	56900	63750	68550	64850	68550	65900	57700	
Lower Decile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	46900	32350	0	50500	53600	54100	51700	55150	60300	57800	61650	58000	51350	
Mean	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	53500	42350	0	59050	66650	67400	67250	74300	79800	77950	80300	79650	69500	
Supporting Data																				
Total Number		250	41	[illegible]	33	86	402	259	129	1202	1545	1700	2076	1536	1021	935	677	1453	13273	
$125,000 or More	[illegible]	0	0	0	0	0	0	0	0	0	0	3	7	9	33	10	14	65	141	
Less Than $20000	[illegible]	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

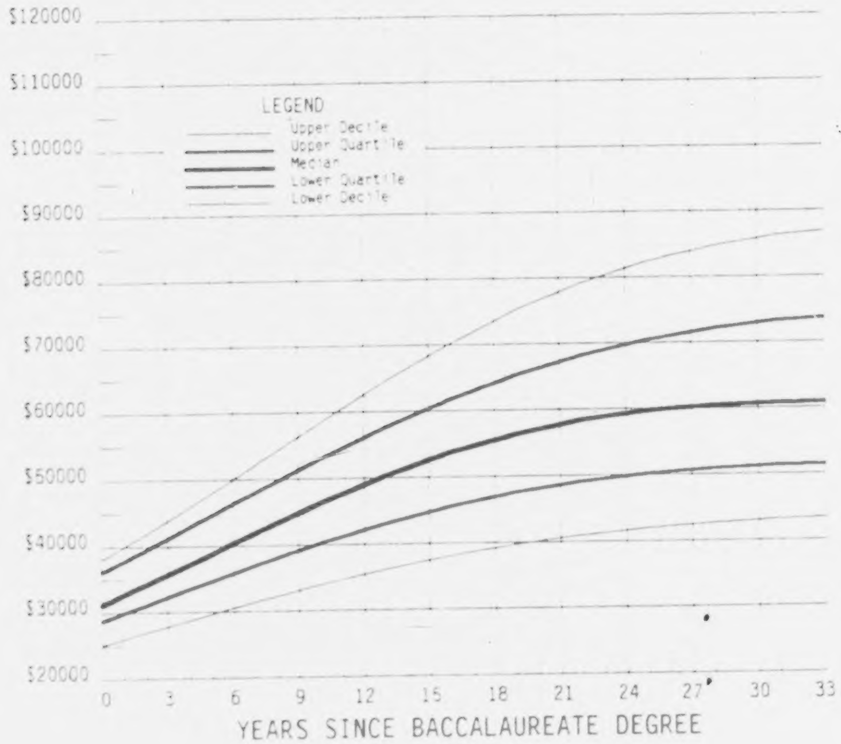
SALARY CURVES FOR ENGINEERS IN MEDIUM COMPANIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39700	41700	43700	45700	47750	49800	51850	53900	55850	59700	64800	69000	72100	74200	75350	75850	75850	75250	64900	2.2
Upper Quartile	37200	38900	40600	42300	44050	45750	47450	49100	50750	53900	58050	61500	64100	65900	67000	67550	67750	67550	55900	2.2
Median	34950	36300	37700	39050	40400	41750	43050	44350	45600	48000	51200	53850	55900	57400	58450	59050	59400	59600	47700	2.2
Lower Quartile	32800	33950	35050	36150	37200	38300	39350	40350	41350	43250	45750	47900	49600	50900	51800	52450	52850	53250	39800	2.2
Lower Decile	31000	31800	32600	33400	34200	35000	35800	36550	37350	38800	40800	42550	44000	45150	46000	46600	46950	47300	34950	3.6
Mean	35150	36550	38000	39400	40800	42200	43600	44950	46250	48750	52150	54950	57150	58800	59850	60550	60900	61100	49100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36900	41150	46700	46400	47500	53600	53800	56950	55900	58800	63050	64000	72450	70750	76100	77950	77550	77700	64900	
Upper Quartile	35500	37750	42350	43350	42050	47750	50400	51900	52050	53900	56700	57800	62350	65350	66100	66500	68600	71100	55900	
Median	34550	35650	39050	37900	38900	42150	44600	46500	46550	48700	50000	51800	54500	58050	57050	59400	61550	60400	47700	
Lower Quartile	33150	34550	35250	33250	35400	37950	41200	42300	41750	43450	45950	47150	48500	50750	51350	53850	53550	53200	39800	
Lower Decile	32000	32550	32300	29300	33200	34850	37500	38150	37900	38800	40750	43850	44650	40800	47350	49850	46250	46700	34950	
Mean	34650	36150	39300	38300	39350	42950	45300	47100	47150	48800	51450	53200	56200	57950	59550	61550	61850	62100	49100	
Supporting Data																				
Total Number	1133	2145	1821	1245	1418	1561	1793	1471	999	4087	2735	1980	2248	1554	1306	1014	1153	1982	31644	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	2	
Less Than $22000	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	

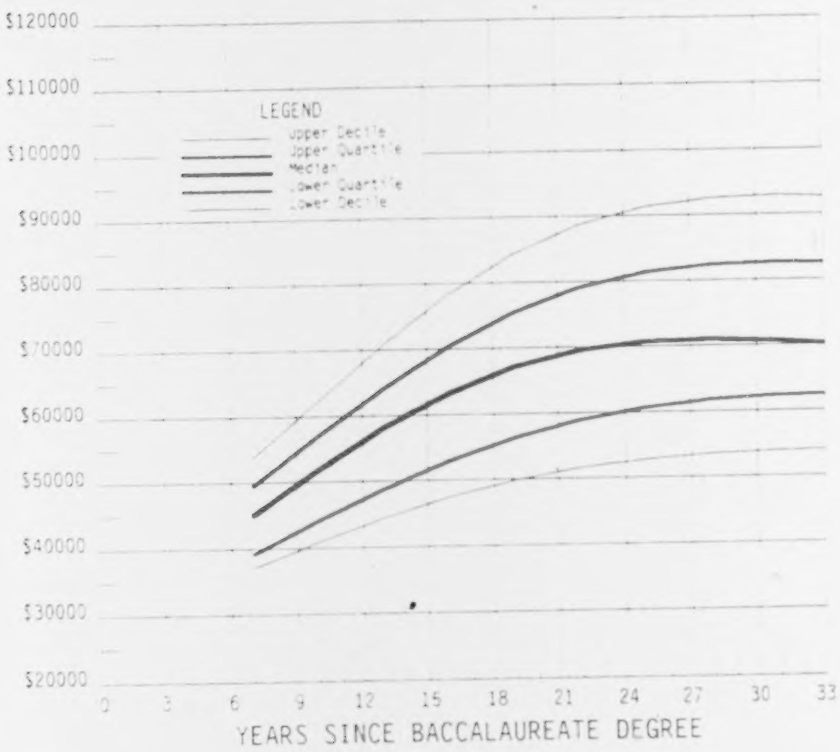
SALARY CURVES FOR ENGINEERS IN SMALL COMPANIES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: SMALL COMPANIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38000	39850	41800	43800	45800	47850	49950	52050	54200	58400	64550	70200	75150	79200	82400	84700	86300	88150	73650	2.2
Upper Quartile	36150	37750	39450	41150	42850	44550	46250	47950	49650	52950	57600	61750	65300	68200	70450	72100	73300	74800	59550	2.2
Median	31150	32650	34150	35650	37200	38750	40300	41800	43300	46250	50250	53700	56350	58350	59650	60400	60800	60900	48000	2.2
Lower Quartile	28750	29950	31100	32300	33450	34650	35800	36950	38050	40200	43100	45600	47600	49100	50200	50900	51300	51700	39050	2.2
Lower Decile	25100	26000	26950	27850	28750	29650	30550	31400	32250	33900	36150	38050	39650	40950	41950	42650	43200	43850	32950	2.2
Mean	31850	33300	34800	36300	37800	39300	40850	42350	43850	46800	50950	54550	57600	59950	61650	62850	63550	64300	50900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	52450	36900	51950	46050	41600	44950	49700	51000	56150	57050	66850	72250	74200	84550	83450	81750	80750	88500	73650	
Upper Quartile	51550	34950	50250	44450	39750	39950	45800	46500	49750	51650	59700	61600	63500	82000	79450	67600	72500	69850	59550	
Median	50150	33100	35450	37850	35750	35050	41950	40900	43100	47750	52050	51250	53350	66400	60600	62300	59150	59250	48000	
Lower Quartile	32300	30700	31900	34250	32650	30400	38350	38950	35250	42150	44700	44650	42450	54950	50550	56750	54300	49000	39050	
Lower Decile	28900	27650	27900	32050	30600	20200	35150	37100	32150	34200	39200	37100	38900	45050	40550	47100	43550	41050	32950	
Mean	42150	32950	38300	38650	36650	34450	42250	43000	43700	46950	52550	53850	54700	70000	61800	64550	63550	61800	50900	
Supporting Data																				
Total Number	266	230	527	495	584	760	374	550	425	1318	1053	766	1085	565	785	651	383	1147	12063	
$125,000 or More	0	0	0	0	2	0	0	0	0	0	0	0	0	29	2	0	2	9	44	
Less Than $22000	0	2	0	0	0	139	0	0	4	0	0	0	0	0	0	0	0	2	147	

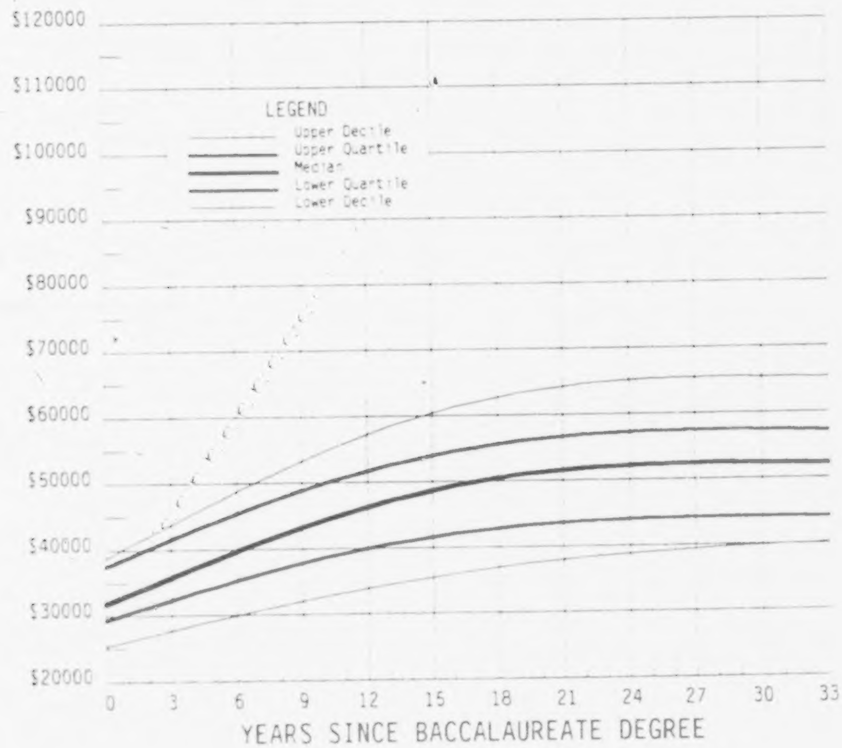
SALARY CURVES FOR ENGINEERS IN SMALL COMPANIES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	53700	56550	62300	70750	78250	84350	88650	91300	92550	92900	92000	84950	2.2
Upper Quartile	0	0	0	0	0	0	0	49450	51950	56900	64050	70350	75400	79050	81250	82350	82650	82050	78100	2.2
Median	0	0	0	0	0	0	0	45050	47300	51800	58050	63250	67150	69600	70750	70950	70600	69050	64000	2.2
Lower Quartile	0	0	0	0	0	0	0	39150	40800	44100	48750	52900	56300	58900	60700	61800	62400	62750	54100	2.2
Lower Decile	0	0	0	0	0	0	0	37000	38300	40850	44400	47450	49850	51600	52800	53500	53850	54050	45100	2.2
Mean	0	0	0	0	0	0	0	45250	47450	51850	58100	63550	67800	70800	72550	73350	73500	72800	66550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	52700	55700	64950	71800	82100	78850	89900	84650	102700	91500	92750	84950	
Upper Quartile	0	0	0	0	0	0	0	48250	49900	59050	63850	71350	72250	83650	82900	79650	75350	84050	78100	
Median	0	0	0	0	0	0	0	46000	41500	52650	57750	61500	61450	81000	80000	67800	69450	66500	64000	
Lower Quartile	0	0	0	0	0	0	0	44550	33100	46450	46550	51700	54350	67200	63450	63250	57400	61150	54100	
Lower Decile	0	0	0	0	0	0	0	42350	32450	43800	44000	46450	43550	58100	58150	56850	54650	51350	45100	
Mean	0	0	0	0	0	0	0	47200	42550	53750	57200	63600	62700	80700	74400	74100	70650	71550	66550	
Supporting Data																				
Total Number	5	7	7	16	6	14	21	76	86	247	405	282	486	412	378	296	202	601	3547	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	29	2	0	2	9	44	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	

SALARY CURVES FOR ENGINEERS IN SMALL COMPANIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38750	40450	42100	43800	45450	47100	48750	50300	51850	54700	58450	61300	63350	64650	65300	65450	65400	64800	58900	2.2
Upper Quartile	37450	38800	40200	41550	42850	44150	45400	46600	47750	49900	52600	54650	56050	56900	57350	57450	57350	56900	51400	2.2
Median	31750	33100	34450	35750	37100	38400	39650	40900	42100	44350	47200	49400	50950	51900	52350	52450	52350	51850	43300	2.2
Lower Quartile	29300	30350	31350	32350	33350	34300	35250	36150	37000	38600	40600	42100	43150	43800	44150	44250	44200	43900	36350	2.2
Lower Decile	25250	26050	26850	27650	28450	29200	29950	30650	31350	32700	34450	36000	37250	38250	39000	39600	40000	40550	31900	2.2
Mean	32550	33800	35100	36350	37600	38850	40050	41200	42350	44450	47150	49250	50750	51750	52250	52450	52450	52150	44350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	52450	36000	51950	46100	41300	44300	49000	50800	56400	52800	62000	62100	63350	64600	64450	63650	57350	64900	58900	
Upper Quartile	51600	34750	50300	44550	39700	39700	45450	45650	49700	50600	56750	53400	54200	59300	53050	62500	61950	55400	51400	
Median	50200	33000	35400	37800	35650	34950	41850	40450	43250	47100	49450	47800	45350	52000	51050	60600	55000	50550	43300	
Lower Quartile	32250	30550	31850	34200	32650	30300	38400	38700	37100	40700	40900	39700	39800	45050	43600	51000	44700	42700	36350	
Lower Decile	28850	27400	27850	31900	30550	20150	35350	36750	31700	32700	38200	35250	37850	42050	36950	42650	41950	37400	31900	
Mean	42300	32850	38300	38600	36200	34150	42000	42350	44000	45400	49600	48150	48250	52600	50050	56600	55600	51050	44350	
Supporting Data																				
Total Number	262	223	520	479	578	745	353	474	339	1071	648	484	598	253	407	355	181	547	8516	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	2	0	0	0	139	0	0	4	0	0	0	0	0	0	0	0	0	145	

ALL INDUSTRY CURVES AND TABLES, BY GEOGRAPHIC REGION

REGIONAL CLASSIFICATION:

New England:
- Connecticut
- Maine
- Massachusetts
- New Hampshire
- Rhode Island
- Vermont

Middle Atlantic:
- New Jersey
- New York
- Pennsylvania

East North Central:
- Illinois
- Indiana
- Michigan
- Ohio
- Wisconsin

West North Central:
- Iowa
- Kansas
- Minnesota
- Missouri
- Nebraska
- North Dakota
- South Dakota

South Atlantic:
- Delaware
- District of Columbia
- Florida
- Georgia
- Maryland
- North Carolina
- South Carolina
- Virginia
- West Virginia

East South Central:
- Alabama
- Kentucky
- Mississippi
- Tennessee

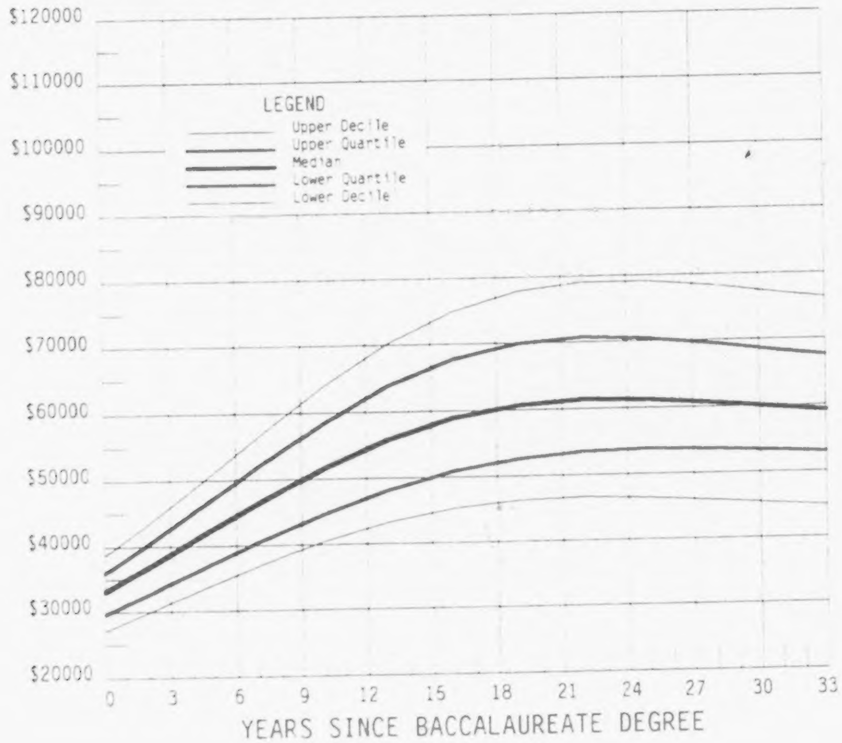
West South Central:
- Arkansas
- Louisiana
- Oklahoma
- Texas

Mountain:
- Arizona
- Colorado
- Idaho
- Montana
- Nevada
- New Mexico
- Utah
- Wyoming

Pacific:
- Alaska
- California
- Hawaii
- Oregon
- Washington

Note: some participating employers are multi-regional, i.e., classed in none of the above categories.

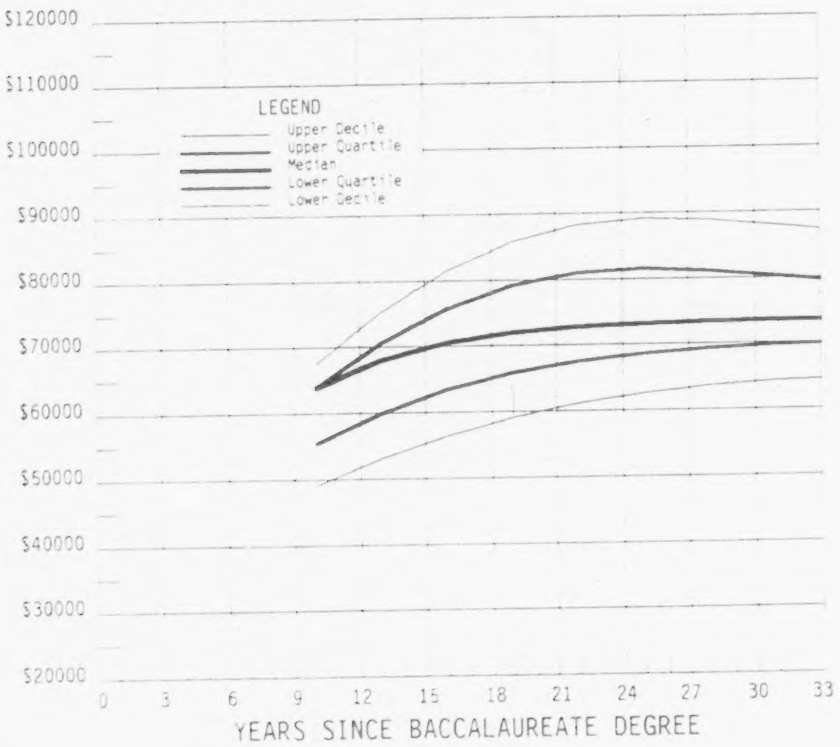
SALARY CURVES FOR ENGINEERS IN NEW ENGLAND
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: NEW ENGLAND

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38500	40950	43400	45950	48500	51100	53700	56300	58850	63750	70100	74900	77850	79100	79100	78250	77000	74250	70700	2.2
Upper Quartile	35950	38100	40300	42600	44900	47250	49550	51850	54100	58300	63750	67650	69900	70700	70400	69450	68250	65650	62200	2.2
Median	33150	35000	36850	38750	40700	42600	44500	46350	48150	51500	55750	58850	60650	61350	61200	60600	59750	57850	52450	2.2
Lower Quartile	29650	31150	32700	34250	35800	37350	38900	40400	41850	44600	48150	50850	52600	53550	53800	53650	53250	52150	43550	2.2
Lower Decile	27100	28450	29900	31300	32700	34100	35450	36800	38050	40400	43250	45200	46250	46600	46350	45850	45200	43800	37250	2.2
Mean	33300	35150	37000	38900	40800	42750	44650	46500	48350	51750	56200	59500	61550	62550	62650	62250	61550	59900	53500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	39900	42350	45750	49350	53050	54800	57750	60200	65000	71550	71000	71000	75950	89150	82600	77650	75050	70700	
Upper Quartile	0	35700	39100	40950	47400	50800	49700	52350	55700	60200	63500	64650	63700	70450	75000	73550	69150	66500	62200	
Median	0	34150	37000	37400	41500	43400	44900	45650	47500	53700	54550	57350	57600	64650	62900	62250	62300	56250	52450	
Lower Quartile	0	27450	34600	29650	37200	38250	42050	42500	43200	45100	45700	49700	50150	58000	54100	57250	52800	51150	43550	
Lower Decile	0	26600	27450	28100	31800	35000	39250	41000	40200	39450	40100	44700	44950	51300	49450	53200	39500	42200	37250	
Mean	0	33000	36500	36900	41800	44050	46000	47600	49350	52950	55100	57750	57700	64400	65700	65450	61950	59300	53500	
Supporting Data																				
Total Number	108	217	273	404	354	670	572	560	363	1370	1207	942	1147	720	522	515	394	686	11023	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

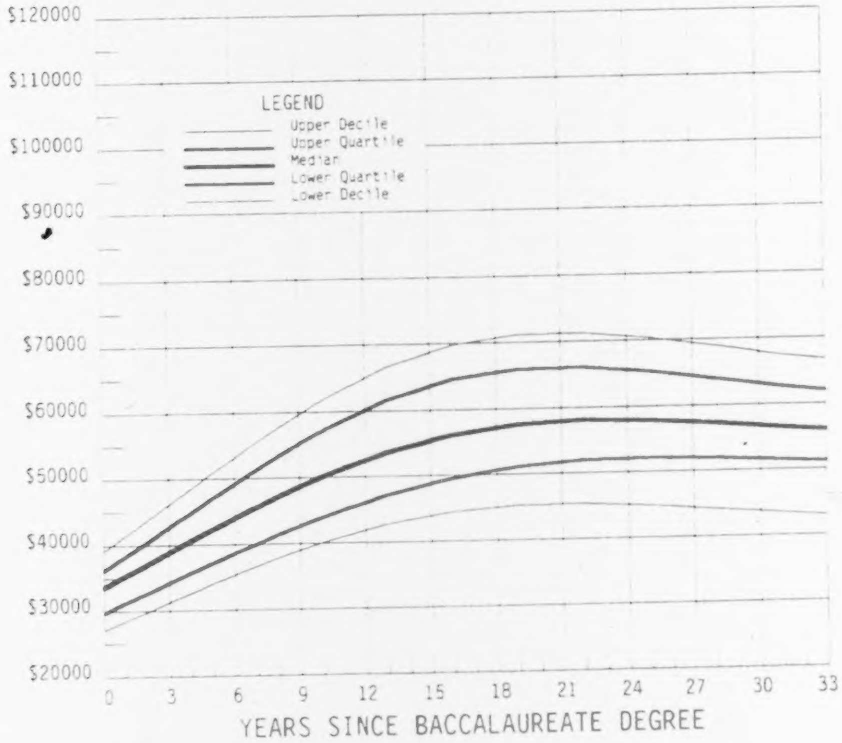
SALARY CURVES FOR ENGINEERS IN NEW ENGLAND
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: NEW ENGLAND, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	67450	75250	81500	85850	88300	89150	88850	87950	85400	84600	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	63800	70500	75700	79200	81050	81550	81100	80200	77850	76750	2.2
Median	0	0	0	0	0	0	0	0	0	63750	67950	70500	71950	72750	73150	73400	73450	73500	70450	5.4
Lower Quartile	0	0	0	0	0	0	0	0	0	55400	59900	63400	65850	67550	68600	69300	69700	70100	62350	3.2
Lower Decile	0	0	0	0	0	0	0	0	0	49100	53100	56400	59050	61100	62550	63600	64250	64850	54350	3.4
Mean	0	0	0	0	0	0	0	0	0	61250	66300	69750	72000	73400	74250	74750	75000	75200	70200	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	55700	0	0	0	73700	77800	81900	79550	82850	93550	89700	98200	89250	84600	
Upper Quartile	0	0	0	0	0	55100	0	0	0	68750	74600	75550	71500	75550	90650	83350	87400	79500	76750	
Median	0	0	0	0	0	54100	0	0	0	62350	70350	68000	68100	71000	79300	78100	79350	70850	70450	
Lower Quartile	0	0	0	0	0	53100	0	0	0	53850	61150	65250	60550	67300	73900	73050	70600	68200	62350	
Lower Decile	0	0	0	0	0	45350	0	0	0	46850	51550	61200	57150	62700	71100	62450	55800	60850	54350	
Mean	0	0	0	0	0	52500	0	0	0	61450	67100	70500	67000	71900	80950	77750	79700	73700	70200	
Supporting Data																				
Total Number	0	1	2	2	6	49	8	11	14	144	212	138	297	276	172	155	56	119	1661	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

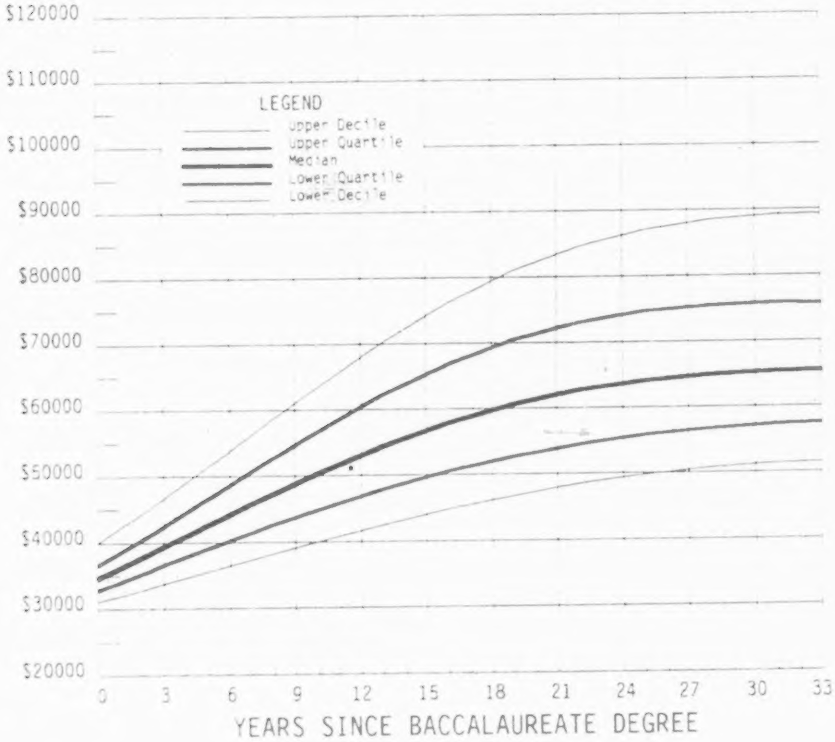
SALARY CURVES FOR ENGINEERS IN NEW ENGLAND
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: NEW ENGLAND, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39050	41350	43650	46050	48400	50800	53150	55400	57600	61650	66550	69700	71200	71[illegible]	70400	69000	67450	64500	64850	2.2
Upper Quartile	36150	38250	40400	42600	44800	46950	49150	51250	53250	57000	61550	64550	65950	660[illegible]	65300	64050	62700	59950	58800	2.2
Median	33600	35300	37050	38800	40550	42250	43950	45600	47200	50100	53650	56150	57550	58050	57850	57250	56500	54800	50500	2.2
Lower Quartile	29750	31250	32700	34200	35650	37150	38600	40000	41350	43900	47150	49600	51150	51950	52150	51950	51550	50500	42200	2.2
Lower Decile	27050	28450	29850	31250	32600	34000	35300	36600	37850	40050	42700	44400	45200	45250	44850	44150	43400	41850	36500	2.2
Mean	33550	35300	37100	38900	40650	42450	44200	45850	47500	50500	54200	56800	58250	58750	58550	57900	57100	55400	50550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35850	39900	42400	45750	49350	52300	54550	57400	59950	63500	66250	67050	65750	68200	70100	69200	70800	67800	64850	
Upper Quartile	34450	35650	39150	40900	47450	50200	49300	52250	55700	59000	61050	61150	61400	65150	63700	63300	66950	62850	58800	
Median	33350	34150	37000	37350	41450	42650	44800	45550	47050	53050	51950	55900	52650	60550	56900	59900	60750	54300	50500	
Lower Quartile	32550	27450	34550	29650	37150	37950	42050	42500	43100	44200	45000	48350	48600	54200	51700	56000	52000	50500	42200	
Lower Decile	32050	26600	27400	28100	31800	34800	39250	41050	40100	39150	39500	44300	43250	49850	48250	51700	37800	41500	36500	
Mean	33950	33000	36500	36850	41800	43400	45850	47450	49200	51950	52550	55550	54400	59[illegible]00	58150	60150	59050	56250	50550	
Supporting Data																				
Total Number	108	217	271	402	348	621	564	549	349	1226	995	804	850	443	350	361	339	567	9362	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

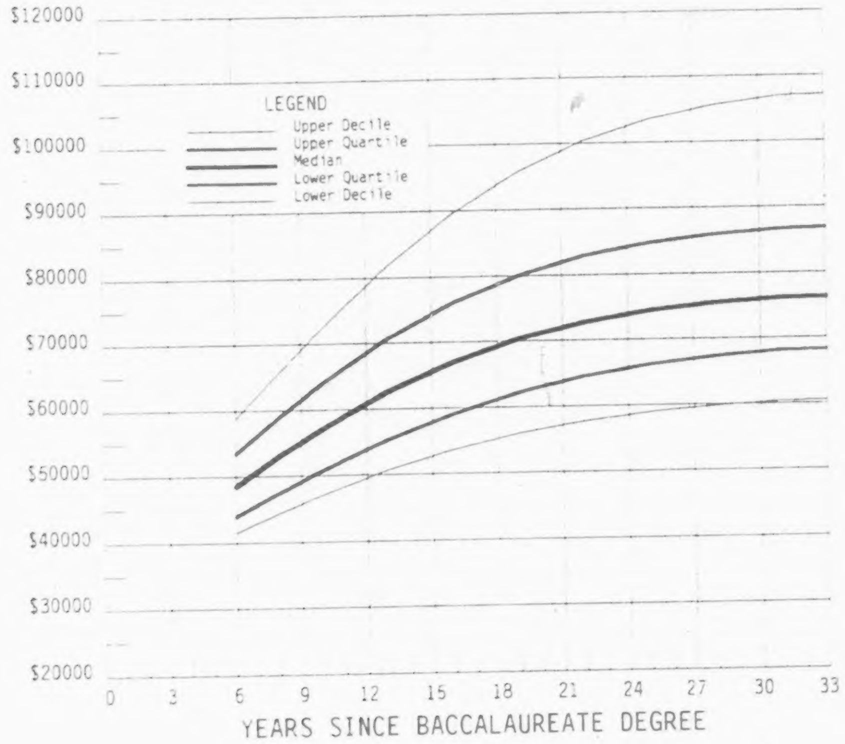
SALARY CURVES FOR ENGINEERS IN MID-ATLANTIC STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40000	42150	44350	46650	49000	51350	53750	56150	58600	63350	70150	76100	80950	84550	87000	88450	89200	89450	76300	2.2
Upper Quartile	36550	38450	40400	42400	44450	46500	48550	50600	52650	56600	62150	66800	70450	73050	74650	75450	75750	75500	64550	2.2
Median	34600	36150	37750	39300	40900	42500	44100	45700	47250	50250	54350	57850	60600	62700	64050	64950	65400	65650	53250	2.2
Lower Quartile	32750	34000	35250	36550	37800	39000	40250	41400	42500	44800	47850	50500	52700	54450	55750	56700	57300	57900	43850	3.4
Lower Decile	31050	31900	32800	33700	34600	35500	36400	37300	38150	39950	42450	44750	46750	48450	49750	50700	51300	51900	37550	3.4
Mean	34650	36500	38150	39800	41500	43150	44850	46500	48100	51250	55600	59450	62650	65200	67100	68400	69250	69950	56050	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	51150	40550	50600	46350	48150	51650	52450	55550	57900	63750	71850	75400	77200	85150	90500	89100	88600	89100	76300	
Upper Quartile	38400	37850	41050	43750	43300	46550	48100	50700	52800	56950	62950	65800	67600	75050	77000	75250	74700	75400	64550	
Median	35150	36000	38600	39850	39750	41950	44250	45450	47450	50900	54500	56900	58650	65100	65250	63950	66250	65050	53250	
Lower Quartile	33200	34500	35700	36350	36550	37350	41300	41300	43050	45200	48100	50500	51550	56650	54950	57500	57300	56850	43850	
Lower Decile	32100	32700	32550	33200	33250	32900	37900	38200	39100	39900	43000	45500	44900	50400	50100	51850	50250	50550	37550	
Mean	37550	36500	39500	40050	40300	41500	44900	46350	48250	51550	56750	59450	60750	67700	68200	68500	68550	68200	56050	
Supporting Data																				
Total Number	949	1447	1602	1469	1554	2074	2077	1944	1704	5444	4274	3713	4258	3796	3238	2795	2347	3829	48513	
$125,000 or More	0	0	0	0	0	0	0	0	0	2	3	3	4	8	34	6	11	29	100	
Less Than $22000	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	2	

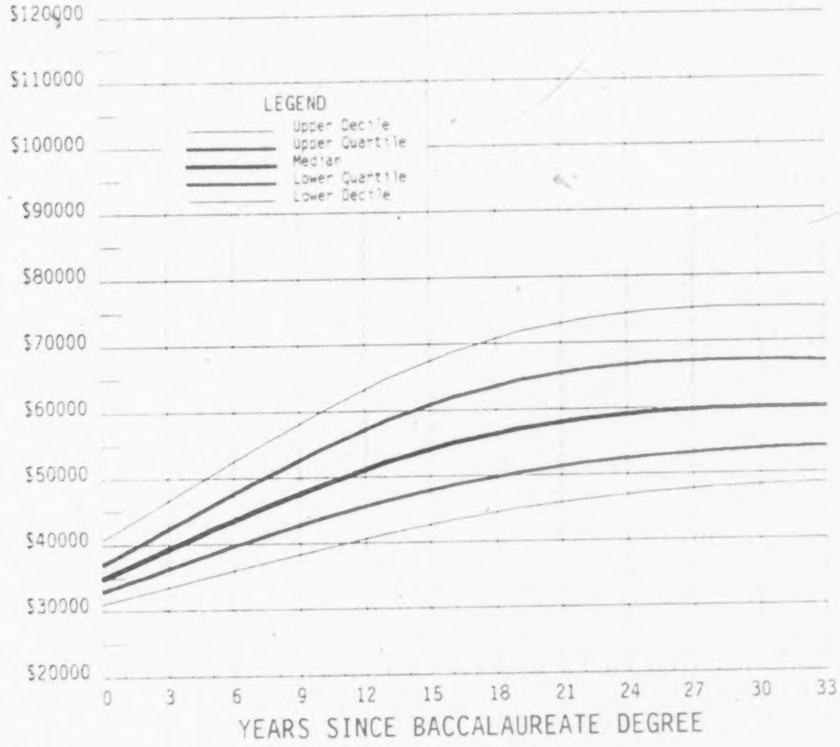
SALARY CURVES FOR ENGINEERS IN MID-ATLANTIC STATES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	58650	62150	65650	72450	81700	89550	95700	100300	103500	105600	106850	107800	95700	3.8
Upper Quartile	0	0	0	0	0	0	53350	56150	58900	64050	70750	76050	80000	82850	84750	85950	86650	87200	80400	3.8
Median	0	0	0	0	0	0	48500	50750	53000	57150	62600	67000	70350	72750	74450	75500	76150	76650	69850	3.8
Lower Quartile	0	0	0	0	0	0	43950	45750	47500	50800	55300	59100	62150	64450	66150	67350	68100	68800	59200	3.4
Lower Decile	0	0	0	0	0	0	41450	42950	44400	47150	50750	53650	55950	57650	58900	59750	60300	60750	50950	3.4
Mean	0	0	0	0	0	0	49800	52250	54600	59100	65000	69700	73350	75950	77750	78900	79600	80150	71900	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	55300	63800	65800	72500	83100	92400	88500	103350	105200	109000	108000	104800	95700	
Upper Quartile	0	0	0	0	0	0	49750	54900	56650	65350	73150	76550	76250	82800	87350	86900	85950	86650	80400	
Median	0	0	0	0	0	0	47700	49300	50750	57400	63600	67250	68750	73800	77950	75850	74350	74500	69850	
Lower Quartile	0	0	0	0	0	0	43750	45350	45700	51900	55000	57600	60800	66700	69150	67950	68550	65600	59200	
Lower Decile	0	0	0	0	0	0	41700	42550	43900	47050	51050	53350	55100	58100	61600	59400	61000	58900	50950	
Mean	0	0	0	0	0	0	48200	51450	52850	59450	66850	69650	70700	76450	80850	79850	79050	78350	71900	
Supporting Data																				
Total Number	14	33	86	58	42	117	175	199	200	951	1101	1086	1455	1725	1252	994	849	1435	11771	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	3	3	4	8	34	5	8	25	90	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

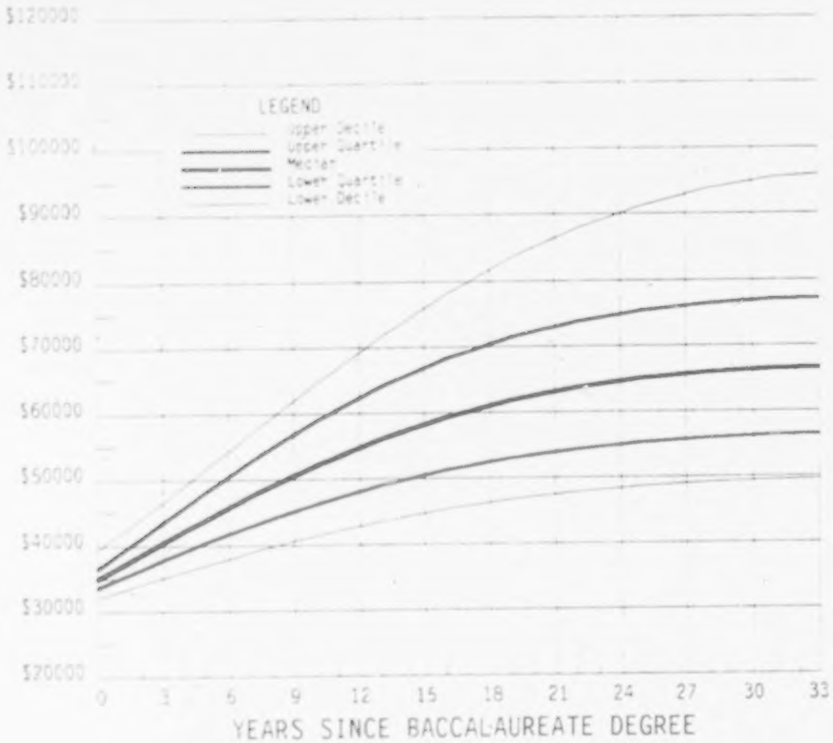
SALARY CURVES FOR ENGINEERS IN MID-ATLANTIC STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40650	42600	44550	46550	48550	50500	52500	54450	56350	60000	64850	68800	71700	73600	74700	75150	75200	74650	66550	2.2
Upper Quartile	37000	38750	40500	42300	44050	45850	47600	49350	51000	54250	58500	61900	64400	66000	66850	67150	67150	66550	58350	2.2
Median	34900	36350	37800	39250	40700	42150	43550	44900	46250	48800	52200	54950	57000	58450	59350	59850	60000	59950	49950	2.2
Lower Quartile	32900	34050	35200	36300	37450	38550	39650	40700	41750	43750	46400	48600	50400	51750	52700	53350	53800	54200	41450	2.2
Lower Decile	31100	31900	32700	33500	34350	35150	35950	36750	37550	39100	41300	43250	44900	46200	47200	47900	48300	48700	36300	3.6
Mean	35150	36600	38100	39550	41000	42450	43900	45300	46650	49300	52800	55750	58000	59650	60750	61400	61750	61900	50950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	51100	40350	50100	46250	47950	50800	52250	55000	56900	61000	65700	67350	67450	72900	74700	75050	76400	76950	66550	
Upper Quartile	38100	37800	40850	43650	43100	45800	47600	50100	52300	55100	59450	60200	61250	65600	66600	66350	68750	68300	58350	
Median	35100	35950	38450	39750	39650	41650	44000	45000	47150	49700	52250	54450	54800	58900	58150	60650	61150	60500	49950	
Lower Quartile	33150	34450	35450	36250	36400	36850	41100	40950	42650	44100	46250	48800	48900	52650	51800	55100	54150	53750	41450	
Lower Decile	32100	32650	32450	33100	33200	32500	37700	38050	38750	39200	41450	44350	42350	48350	46550	50400	47950	47300	36300	
Mean	37450	36350	39050	39900	40100	40900	44600	45800	47650	49900	53250	55250	55600	60400	50250	62200	62600	62100	50950	
Supporting Data																				
Total Number	936	1414	1516	1410	1512	1957	1902	1745	1504	4493	3174	2627	2804	2070	1986	1801	1498	2394	36742	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	3	4	10	
Less Than $22000	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	2	

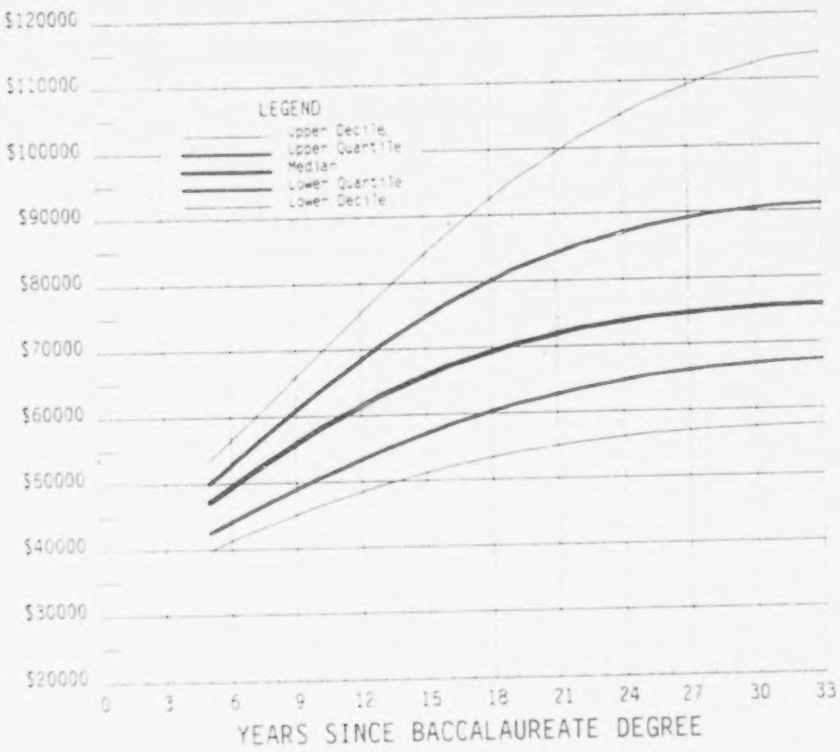
SALARY CURVES FOR ENGINEERS IN EAST NORTH CENTRAL STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39300	41650	44100	46550	49100	51650	54250	56800	59400	64450	71600	78000	83450	87800	91200	93700	95400	97250	74850	3.0
Upper Quartile	36450	38600	41150	43500	45850	48200	50450	52650	54800	58800	64050	68200	71400	73750	75350	76400	77000	77500	62800	3.8
Median	34900	36750	38600	40400	42250	44000	45750	47400	49050	52050	56050	59250	61800	63650	65000	65900	66450	66900	51900	3.6
Lower Quartile	33600	35000	36400	37800	39150	40450	41700	42900	44050	46200	49000	51250	53000	54300	55250	55900	56300	56600	42700	3.6
Lower Decile	32000	33050	34100	35100	36050	37050	37950	38850	39750	41350	43500	45300	46700	47800	48600	49150	49500	49800	36600	3.6
Mean	35350	37150	39000	40800	42600	44400	46150	47850	49550	52800	57150	60850	63850	66200	67950	69150	69950	70700	54750	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	39150	41400	46100	46250	47200	54300	55550	57600	59200	63100	72450	77650	78900	86000	94600	99750	98600	96600	74850	
Upper Quartile	36400	39200	41900	43400	43950	48850	51850	52450	53950	58000	64850	68800	70050	73250	77750	77500	77250	76150	62800	
Median	35150	36600	39150	39800	40450	43850	46800	47800	48800	52050	56650	59450	60050	63950	64950	66000	66400	67750	51900	
Lower Quartile	34150	34850	36550	36800	37300	39850	43000	42950	44350	46450	49450	51500	52050	54300	54500	56250	58400	55650	42700	
Lower Decile	32750	33700	34400	32300	34250	35950	39200	37350	40100	42250	44900	45700	46950	44750	49000	50600	50400	48400	36600	
Mean	35800	37100	39650	39900	41000	44500	47400	47750	49300	52650	57750	61150	62550	65650	69000	70100	70300	70100	54750	
Supporting Data																				
Total Number	1599	2665	2560	1883	1668	1778	2613	2403	1928	5761	5370	4016	4064	3159	2426	1998	1878	2725	50494	
$125,000 or More	0	0	0	0	2	0	0	0	0	0	0	6	7	14	22	19	17	49	137	
Less Than $12000	0	2	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0	2	8	

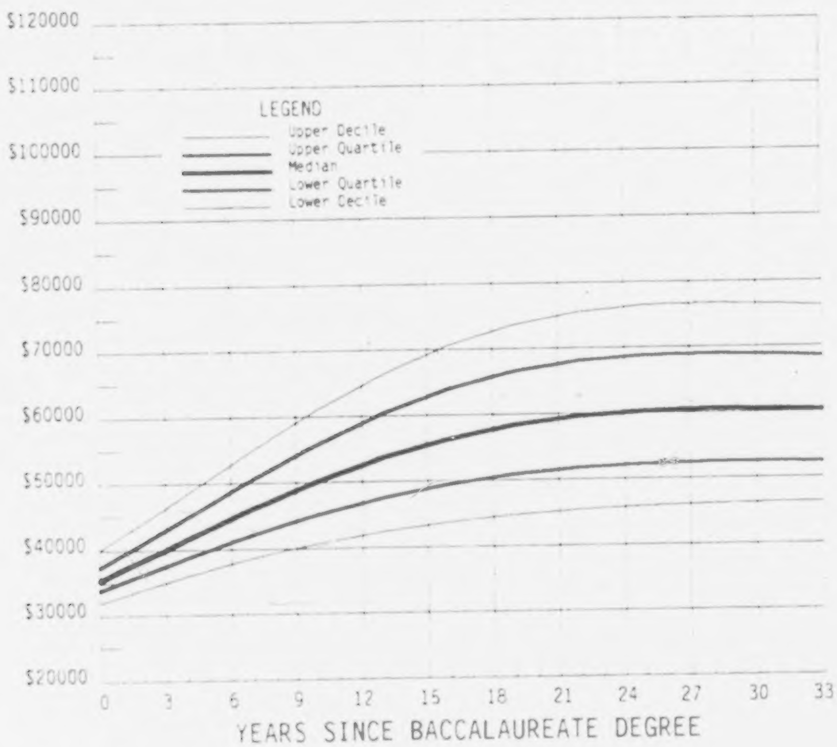
SALARY CURVES FOR ENGINEERS IN EAST NORTH CENTRAL STATES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	53300	56400	59550	62700	69100	78500	87300	95050	101500	106650	110500	113200	116150	94650	3.0
Upper Quartile	0	0	0	0	0	49900	52700	55500	58250	63550	70800	76850	81700	85300	87950	89700	90800	91800	76950	3.4
Median	0	0	0	0	0	47050	49400	51650	53850	57900	63150	67300	70400	72650	74150	75100	75650	76100	66250	3.8
Lower Quartile	0	0	0	0	0	42450	44150	45850	47450	50550	54750	58350	61250	63550	65250	66450	67200	67900	56100	3.4
Lower Decile	0	0	0	0	0	39800	41250	42600	43900	46350	49500	52050	54000	55450	56450	57100	57450	57750	48100	3.8
Mean	0	0	0	0	0	47100	49450	51750	54000	58350	64250	69200	73200	76250	78500	80000	81000	81900	68950	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	64950	59200	60150	63950	70050	77600	83500	90200	105350	112700	114300	114500	116100	94650	
Upper Quartile	0	0	0	0	0	52700	57450	52650	58700	62400	72950	76550	76350	84250	92350	92100	94550	91600	76950	
Median	0	0	0	0	0	48550	52250	46050	52150	57550	66650	68300	65000	74100	77800	75650	75950	75100	66250	
Lower Quartile	0	0	0	0	0	43950	50100	33400	46250	52400	58800	59500	56100	65350	67400	65400	68450	67000	56100	
Lower Decile	0	0	0	0	0	41050	45500	32550	33700	49900	53950	53900	51000	55150	56200	55650	58250	57200	48100	
Mean	0	0	0	0	0	50300	53150	45350	52450	58800	67150	69050	68500	77050	81250	80850	82100	81800	68950	
Supporting Data																				
Total Number	29	204	93	94	85	132	448	396	318	1313	1714	1682	1668	1178	949	820	705	1062	12890	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	4	7	14	22	19	14	47	130	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	

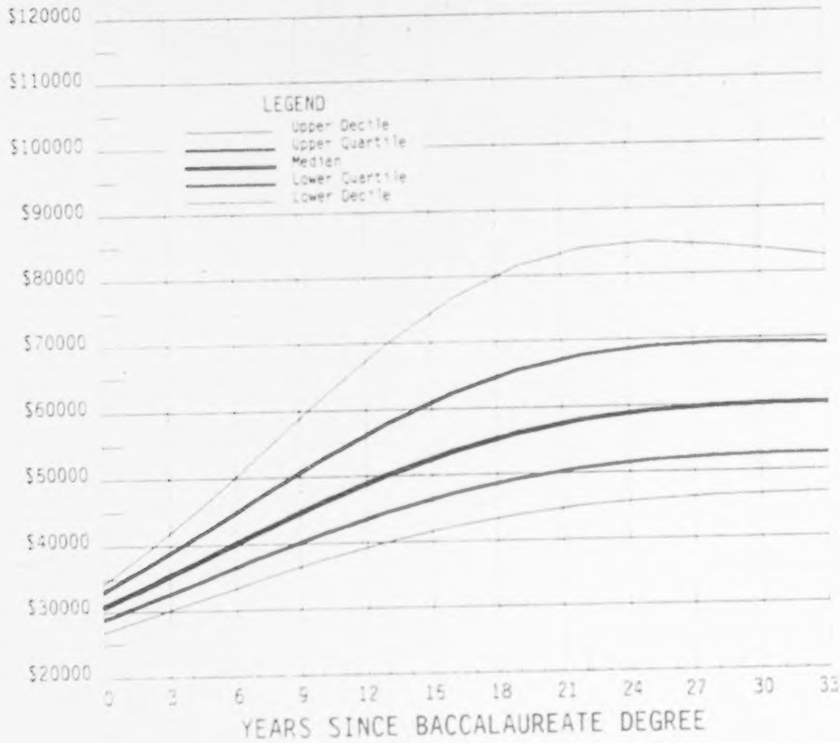
SALARY CURVES FOR ENGINEERS IN EAST NORTH CENTRAL STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40000	42050	44150	46300	48450	50600	52750	54900	57000	61000	66300	70600	73650	75550	76450	76650	76450	75400	65800	2.2
Upper Quartile	37300	39150	41050	42950	44850	46750	48650	50500	52300	55750	60300	63950	66500	68050	68800	68950	68750	67850	57150	2.2
Median	35350	36900	38450	40000	41550	43100	44600	46050	47450	50150	53650	56350	58350	59600	60250	60450	60400	59900	48200	2.2
Lower Quartile	33850	35050	36300	37500	38700	39850	41000	42100	43150	45100	47550	49500	50900	51750	52250	52500	52500	52250	40550	2.2
Lower Decile	31900	32950	34000	35000	35950	36850	37700	38550	39300	40700	42400	43700	44700	45350	45800	46100	46250	46350	35650	4.2
Mean	35750	37250	38800	40350	41900	43450	44950	46400	47850	50550	54100	57000	59100	60500	61300	61700	61750	61450	49900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39050	41350	46000	46100	46850	54100	53950	57400	57950	60900	64650	67700	73050	71800	76650	78250	79050	78250	65800	
Upper Quartile	36300	38800	41800	43300	43700	48200	50550	52400	52950	56300	59050	61550	64900	66000	67350	69050	69600	72300	57150	
Median	35100	36300	39100	39700	40300	43550	45850	48000	48400	50550	52450	54650	58050	58850	59150	60300	62050	61500	48200	
Lower Quartile	34150	34750	36450	36700	37000	39550	42300	43650	44050	45400	47800	48100	49650	50500	51850	53550	55350	52200	40550	
Lower Decile	32750	33450	34350	32000	34150	35650	38650	39800	40300	41350	43150	43900	44950	41900	47550	48050	46550	44600	35650	
Mean	35650	36750	39550	39700	40550	44000	46200	48200	48700	50850	53350	55500	58400	58900	61150	62600	63200	62650	49900	
Supporting Data																				
Total Number	1570	2462	2466	1790	1583	1647	2165	2007	1609	4448	3656	2333	2395	1981	1477	1178	1173	1663	37604	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	3	1	7	
Less Than $22000	0	2	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	6	

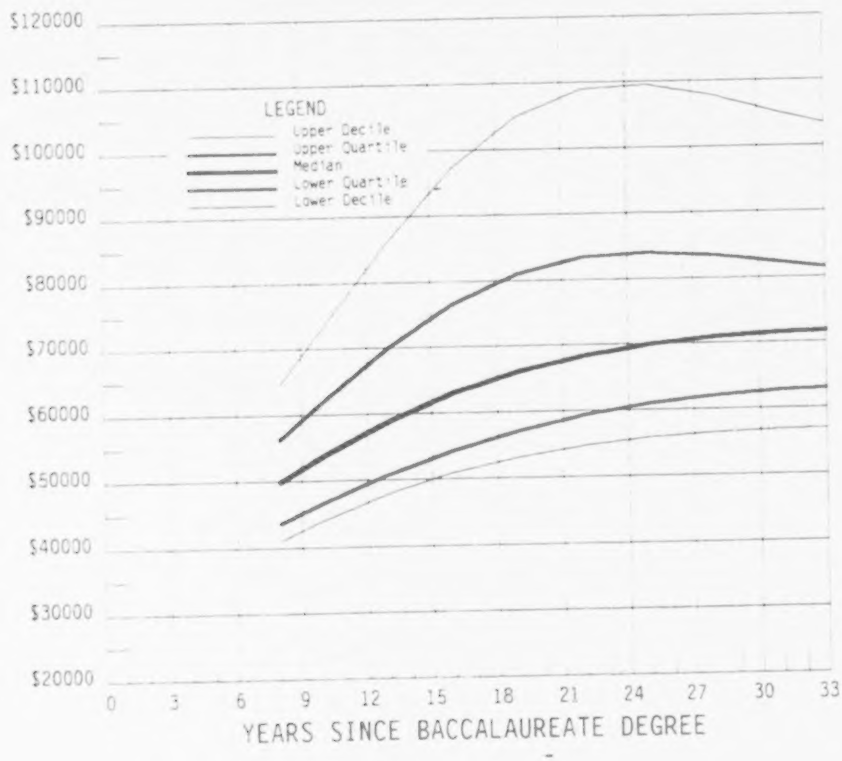
SALARY CURVES FOR ENGINEERS IN WEST NORTH CENTRAL STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	34300	36650	39150	41750	44450	47200	50100	53000	55950	61800	69950	76700	81450	84100	84900	84400	83300	80250	71950	2.2
Upper Quartile	33150	35000	36850	38800	40800	42750	44800	46800	48800	52650	57950	62350	65650	67800	68950	69350	69300	68450	61300	2.2
Median	30800	32300	33850	35400	36950	38550	40100	41650	43200	46150	50200	53600	56250	58100	59250	59900	60150	60000	51200	2.2
Lower Quartile	28850	30100	31400	32650	33950	35250	36550	37800	39000	41400	44600	47250	49300	50800	51750	52300	52600	52650	41250	2.2
Lower Decile	26650	27950	29050	30150	31250	32350	33400	34450	35500	37450	40050	42200	43900	45100	45850	46350	46550	46650	34100	2.2
Mean	30950	32600	34350	36100	37900	39700	41500	43300	45100	48550	53350	57250	60200	62150	63250	63650	63650	62950	53650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36500	37350	37950	40500	42600	49200	48900	51000	60300	62450	67950	72750	71650	126350	79700	79850	80000	78000	71950	
Upper Quartile	34650	35200	36150	38250	39700	42200	43800	46650	50050	53050	59900	60850	63500	68700	69400	71500	70950	67450	61300	
Median	31900	32400	33650	34950	36750	37950	39900	40800	42300	46700	51150	53500	55000	58450	60100	62400	59600	59350	51200	
Lower Quartile	30200	30150	31050	32150	33000	35050	36550	36250	38050	42550	45750	46850	47600	50450	53050	54400	54200	51700	41250	
Lower Decile	27050	28600	29050	30200	30900	31050	34250	33750	34150	38650	40350	39900	42550	45800	48850	49800	50000	44400	34100	
Mean	32550	33050	34050	35500	36800	39200	41200	41950	45000	49150	53650	56200	57250	67950	64000	65450	65650	60600	53650	
Supporting Data																				
Total Number	46	79	99	98	86	100	104	101	96	320	327	230	318	303	168	147	156	372	3150	
$125,000 or More	0	0	0	0	0	0	0	0	0	2	3	3	2	31	5	3	5	3	57	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

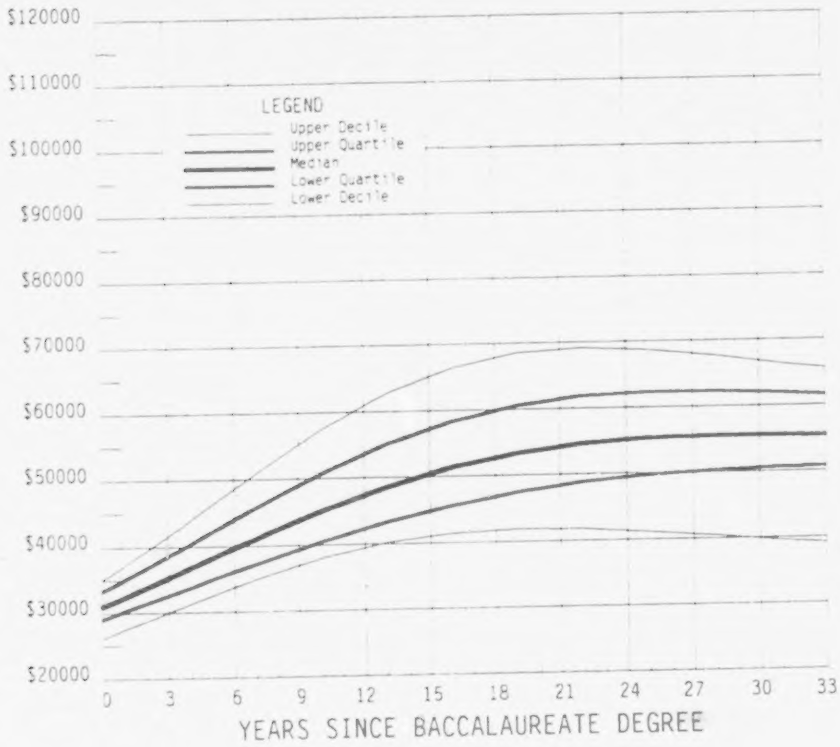
SALARY CURVES FOR ENGINEERS IN WEST NORTH CENTRAL STATES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	54400	73150	86000	97100	104950	108900	109450	107750	105050	98750	104750	2.2
Upper Quartile	0	0	0	0	0	0	0	0	56200	61950	69950	76500	81000	83400	84000	83450	82250	79200	77150	2.2
Median	0	0	0	0	0	0	0	0	49800	53700	58800	62950	66100	68350	69900	70950	71550	72000	67100	3.8
Lower Quartile	0	0	0	0	0	0	0	0	43600	46700	50800	54300	57100	59300	60900	62000	62750	63500	56200	3.2
Lower Decile	0	0	0	0	0	0	0	0	41050	44050	47950	50950	53150	54700	55750	56400	56800	57150	51000	3.6
Mean	0	0	0	0	0	0	0	0	53900	58600	64650	69200	72550	74800	76250	77150	77700	78100	72600	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	76300	72000	79750	93150	82850	153050	119150	109550	114650	89050	104750	
Upper Quartile	0	0	0	0	0	0	0	0	56800	62500	71750	74800	70950	98200	84300	79050	78950	79350	77150	
Median	0	0	0	0	0	0	0	0	50750	54150	62600	62650	60600	69050	73500	72600	72300	72550	67100	
Lower Quartile	0	0	0	0	0	0	0	0	40700	46850	55050	55600	54250	58700	59300	58950	68800	64100	56200	
Lower Decile	0	0	0	0	0	0	0	0	39100	42050	52700	50650	51900	56500	53500	54050	59900	56250	51000	
Mean	0	0	0	0	0	0	0	0	52750	57600	67750	69350	64900	85550	78300	75700	79500	73700	72600	
Supporting Data																				
Total Number	0	0	0	2	4	4	4	8	13	52	52	62	111	137	49	55	63	120	736	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	3	3	2	31	4	3	4	3	54	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

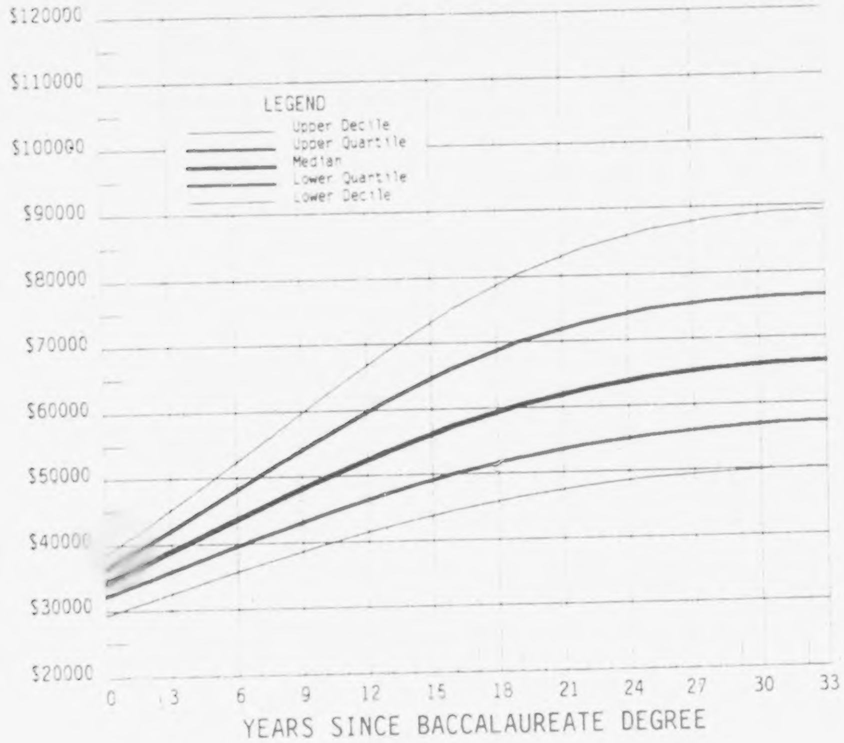
SALARY CURVES FOR ENGINEERS IN WEST NORTH CENTRAL STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35000	37150	39350	41600	43900	46250	48550	50800	53050	57250	62600	66400	68500	69150	68700	67650	66350	63600	63250	2.2
Upper Quartile	33300	35000	36750	38550	40350	42150	43950	45700	47400	50650	54950	58250	60500	61800	62300	62250	61900	60750	55450	2.2
Median	30950	32350	33800	35250	36750	38200	39650	41050	42450	45050	48500	51300	53300	54600	55300	55550	55550	55100	47200	2.2
Lower Quartile	29050	30250	31400	32600	33750	34950	36100	37200	38300	40400	43250	45600	47450	48850	49750	50300	50650	50850	38450	2.2
Lower Decile	26050	27400	28700	30000	31250	32500	33750	34900	35950	37900	40100	41400	41850	41700	41150	40400	39600	38050	33150	2.2
Mean	31300	32800	34350	35900	37500	39050	40550	42050	43500	46250	49850	52600	54450	55550	56000	55950	55700	54800	47900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36500	37350	37950	40250	41650	48550	47250	50400	55700	60300	64850	62800	66000	64600	69450	70250	65150	55200	63250	
Upper Quartile	34650	35200	36150	38050	39450	41600	43350	45650	48000	51300	56750	57050	59800	59700	63000	65050	58950	61450	55450	
Median	31900	32400	33600	34800	36450	37800	39550	40100	41650	46100	49500	51200	52350	51750	56600	60150	55000	54800	47200	
Lower Quartile	30200	30150	31050	32100	32900	34850	36450	35950	37400	41900	44950	45250	44500	46700	51600	52250	53100	50500	38450	
Lower Decile	27050	28600	29050	30200	30800	30950	34200	33550	33800	38250	38950	39000	41850	44700	48250	47000	46400	33800	33150	
Mean	32550	33050	34000	35150	36350	38800	40550	41200	43800	47550	50950	51300	53150	53400	58000	59350	56200	54300	47900	
Supporting Data																				
Total Number	46	79	99	96	82	96	99	93	83	268	276	168	207	166	119	92	93	252	2413	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

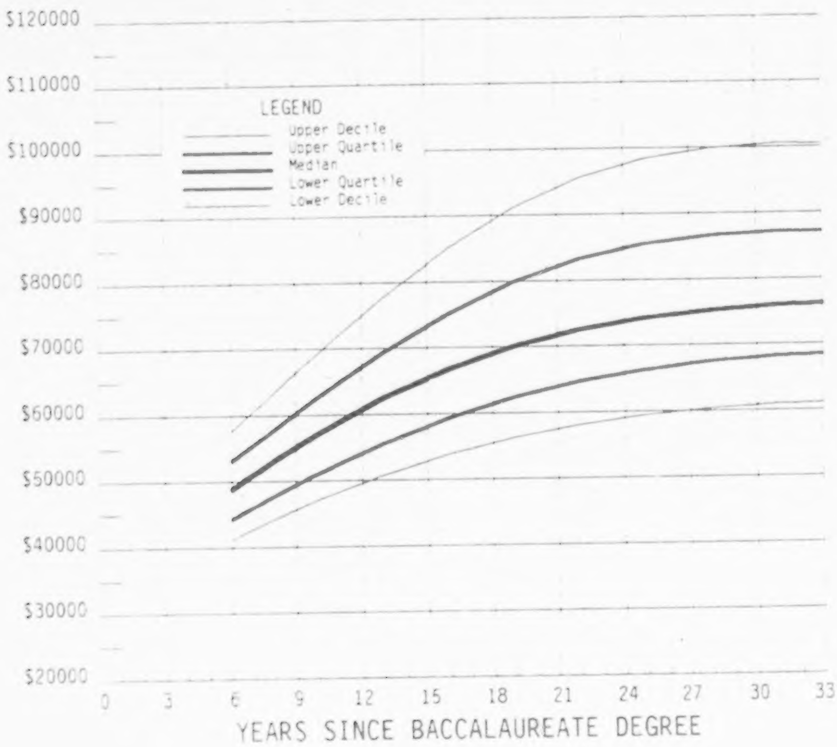
SALARY CURVES FOR ENGINEERS IN SOUTH ATLANTIC STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38550	40700	42900	45200	47500	49900	52300	54750	57200	62100	69050	75250	80350	84150	86750	88300	89100	89400	76500	2.2
Upper Quartile	36400	38250	40150	42100	44100	46100	48100	50100	52100	56000	61450	66200	70000	72800	74700	75800	75350	76550	64500	2.2
Median	34300	35850	37400	38950	40500	42050	43650	45150	46700	49650	53750	57350	60300	62650	64350	65500	66200	66750	53050	3.8
Lower Quartile	32200	33450	34650	35900	37150	38400	39600	40800	41950	44200	47350	50050	52350	54150	55450	56400	57000	57500	43100	3.6
Lower Decile	29300	30400	31450	32500	33550	34600	35650	36650	37650	39600	42250	44500	46400	47850	48900	49600	50000	50350	37250	3.8
Mean	34050	35650	37300	38950	40650	42350	44000	45700	47400	50650	55150	59100	62300	64700	66400	67450	68050	68550	55450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40300	40300	42450	43750	47100	51300	50900	54700	56600	62350	70400	75050	79600	84850	87100	87700	88300	89500	76500	
Upper Quartile	38300	38200	39950	41250	43500	45200	46800	50300	52600	56400	62250	65450	69100	74500	76600	77150	75450	75100	64500	
Median	35100	36050	37350	38250	39550	41700	43300	45350	46250	50650	53400	56700	60300	65200	65900	66350	66500	63700	53050	
Lower Quartile	32750	33600	34400	35100	36650	37700	40450	41900	41550	44500	46550	49900	52100	56450	55950	57950	57750	55050	43100	
Lower Decile	31000	29500	32050	29500	33800	34650	36950	37800	38050	39450	41500	44500	46450	50050	48800	51250	50750	47950	37250	
Mean	35500	35650	37150	37900	40150	42000	43850	46000	47150	50900	54950	58800	61850	66650	67000	68750	68450	66950	55450	
Supporting Data																				
Total Number	483	1001	911	1003	1061	1291	1312	1317	1077	3961	3113	2738	2973	2242	1958	1828	1538	2940	32748	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	5	6	12	11	11	16	37	97	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

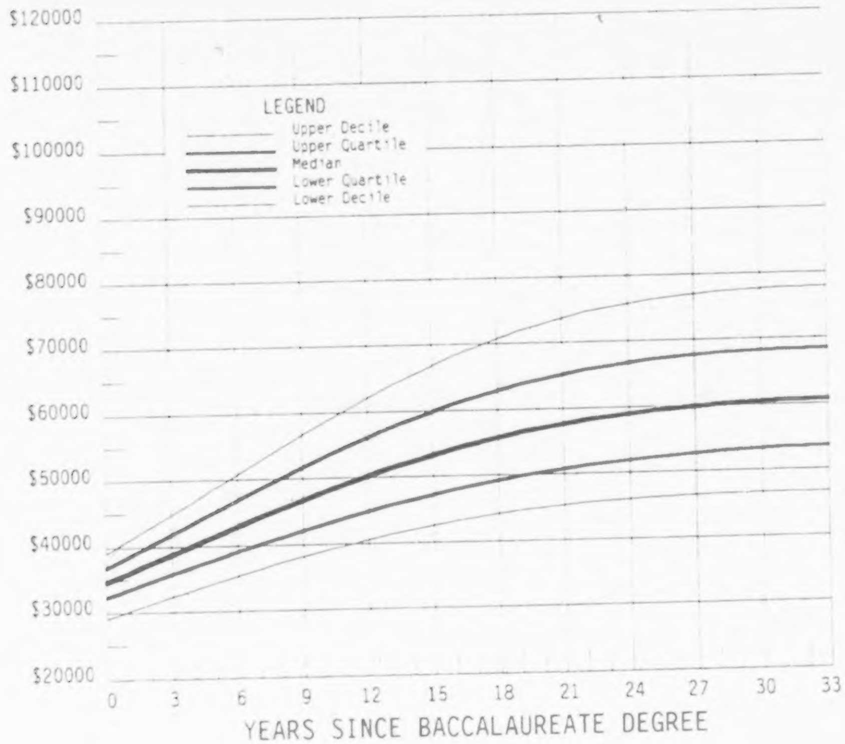
SALARY CURVES FOR ENGINEERS IN SOUTH ATLANTIC STATES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	57550	60450	63400	69250	77650	85100	91150	95550	98400	99900	100450	100150	91450	2.2
Upper Quartile	0	0	0	0	0	0	53000	55400	57800	62600	69300	75150	79850	83250	85450	86650	87200	87100	79100	2.2
Median	0	0	0	0	0	0	48800	51000	53150	57150	62450	66700	70050	72450	74150	75250	75950	76550	69050	3.6
Lower Quartile	0	0	0	0	0	0	44200	46000	47750	51100	55550	59300	62350	64650	66300	67500	68250	68900	59250	3.4
Lower Decile	0	0	0	0	0	0	41150	42700	44200	47050	50750	53850	56250	58100	59400	60350	60900	61450	51450	3.4
Mean	0	0	0	0	0	0	48650	50850	53000	57250	63250	68450	72600	75650	77600	78700	79200	79200	70750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	61400	60450	64000	71000	77750	88100	88150	93500	94100	98700	106950	102500	91450	
Upper Quartile	0	0	0	0	0	0	53850	55350	60100	63950	70400	75100	77550	82300	85450	85600	87700	89150	79100	
Median	0	0	0	0	0	0	48850	49350	54050	57950	62650	66300	68200	73500	76000	77250	75000	75350	69050	
Lower Quartile	0	0	0	0	0	0	47250	45650	48100	51800	54800	58100	60750	67050	69250	69700	68700	65800	59250	
Lower Decile	0	0	0	0	0	0	42900	44150	45050	47700	49150	53950	55550	58700	60800	61450	61350	60200	51450	
Mean	0	0	0	0	0	0	50800	50750	54500	58650	63300	68350	70400	75550	77700	79450	79950	79750	70750	
Supporting Data																				
Total Number	1	12	22	28	31	79	100	147	107	714	883	889	1214	973	747	669	485	917	8020	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	5	12	11	11	13	37	92	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

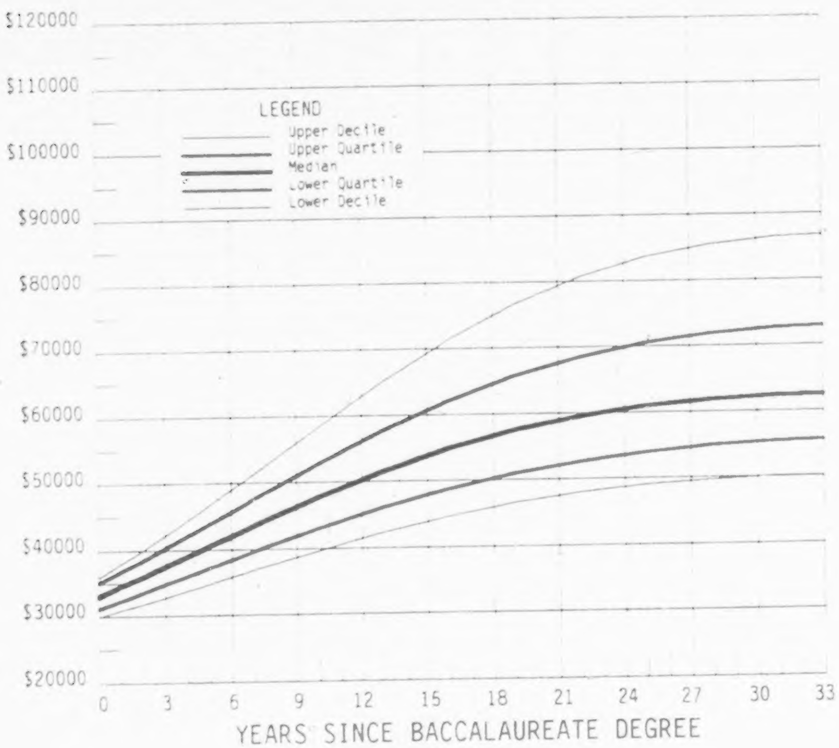
SALARY CURVES FOR ENGINEERS IN SOUTH ATLANTIC STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39000	40900	42850	44800	46750	48750	50750	52750	54700	58500	63800	68300	71850	74500	76200	77250	77750	77900	67150	2.2
Upper Quartile	36800	38450	40100	41800	43500	45150	46850	48500	50100	53250	57450	61050	63800	65850	67150	67950	68350	68500	58150	2.2
Median	34600	36000	37400	38750	40150	41500	42850	44200	45500	48000	51350	54200	56450	58150	59350	60100	60550	60950	49000	2.2
Lower Quartile	32350	33500	34600	35750	36850	37950	39050	40100	41150	43100	45750	48000	49850	51250	52250	53000	53450	53950	40900	2.2
Lower Decile	29100	30150	31250	32300	33300	34350	35350	36300	37250	39000	41300	43200	44550	45550	46150	46500	46650	46650	36150	2.2
Mean	34400	35850	37300	38750	40200	41600	43050	44450	45850	48450	52050	55050	57400	59200	60400	61150	61550	61850	50500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40300	40300	42100	43550	46800	49800	50100	53600	55400	59400	64600	66650	69000	74000	77300	77500	78600	78450	67150	
Upper Quartile	38300	38150	39800	41000	43150	43950	46150	49650	51500	54550	57450	59150	62300	66000	68400	68450	69850	67950	58150	
Median	35050	36000	37250	38100	39400	41400	43000	44850	45600	49300	50600	53300	54350	59200	59550	61600	62450	60150	49000	
Lower Quartile	32750	33550	34300	35000	36550	37450	40200	41600	41100	43150	45150	47500	48800	52000	52550	54950	55150	52700	40900	
Lower Decile	31000	29400	32000	29400	33650	34500	36800	37400	37700	38950	39950	42850	44300	46300	46700	49950	48600	44550	36150	
Mean	35500	35600	37000	37700	39850	41350	43250	45400	46350	49200	51650	54150	55950	59800	60450	62600	63100	61100	50500	
Supporting Data																				
Total Number	482	989	889	975	1029	1212	1212	1170	970	3247	2230	1850	1759	1269	1211	1159	1053	2023	24728	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	3	0	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

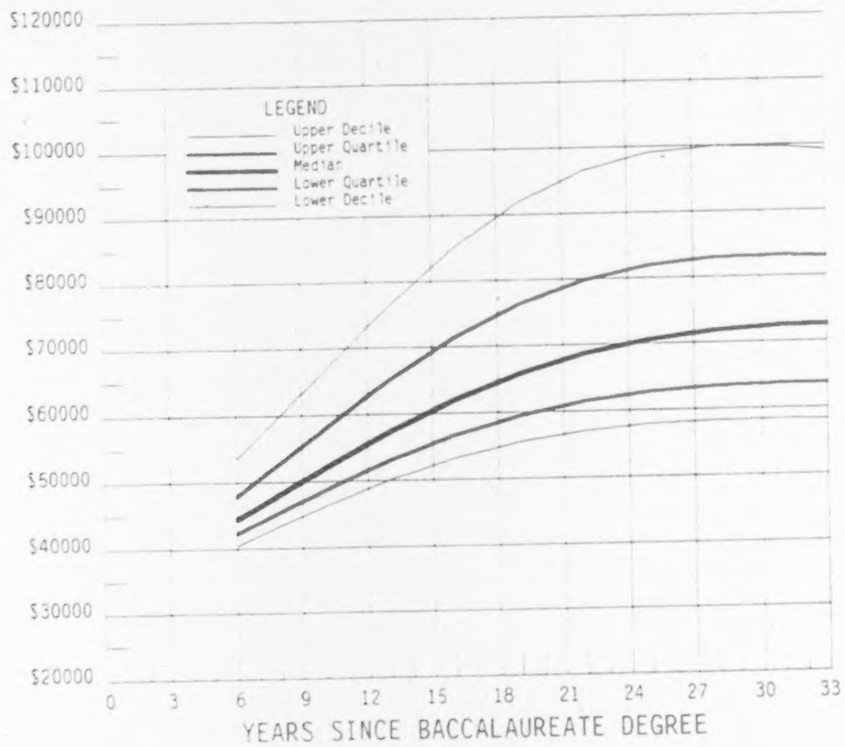
SALARY CURVES FOR ENGINEERS IN EAST SOUTH CENTRAL STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35900	37900	39950	42100	44300	46600	48900	51200	53550	58300	65100	71350	76600	80650	83600	85450	86550	87300	72000	2.2
Upper Quartile	35050	36750	38450	40200	42000	43800	45600	47400	49200	52750	57700	62100	65700	68500	70500	71850	72700	73400	59750	2.2
Median	33050	34500	35950	37450	38950	40450	41950	43400	44900	47700	51550	54850	57550	59550	60950	61850	62350	62750	50550	2.2
Lower Quartile	31150	32350	33550	34800	36000	37200	38400	39600	40750	43000	46100	48800	50950	52700	53950	54850	55450	56100	41400	2.2
Lower Decile	29900	30850	31800	32800	33750	34750	35750	36750	37700	39600	42300	44600	46500	47950	49000	49650	50050	50350	36300	4.0
Mean	33100	34650	36200	37750	39350	40900	42500	44100	45700	48750	53050	56800	59900	62350	64100	65250	66000	66650	52850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37400	39450	40600	43500	41400	43900	49900	52600	55200	57850	64450	74550	75300	81400	83300	84900	93650	84550	72000	
Upper Quartile	33900	37450	39400	41350	39950	43000	46600	48900	51450	52750	57400	59450	65250	69350	72600	74950	75100	71500	59750	
Median	31900	35900	36000	36550	38050	41450	42600	43950	43350	47800	51500	54600	56700	58900	63150	64000	63950	61300	50550	
Lower Quartile	30700	33300	33150	34050	35650	37850	39700	38850	39400	42750	46100	49550	51250	51650	55200	55450	55300	55600	41400	
Lower Decile	29950	31100	31700	31900	33700	36100	36700	34850	36900	39500	42050	46150	45500	48000	50500	50800	51750	48450	36300	
Mean	33350	35800	36300	37650	38150	40750	43500	44150	45200	48350	52750	57650	59950	62200	65050	67050	68250	64800	52850	
Supporting Data																				
Total Number	106	357	244	237	390	329	378	243	298	1299	747	702	640	458	435	407	380	843	8493	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	4	1	1	0	2	6	15	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

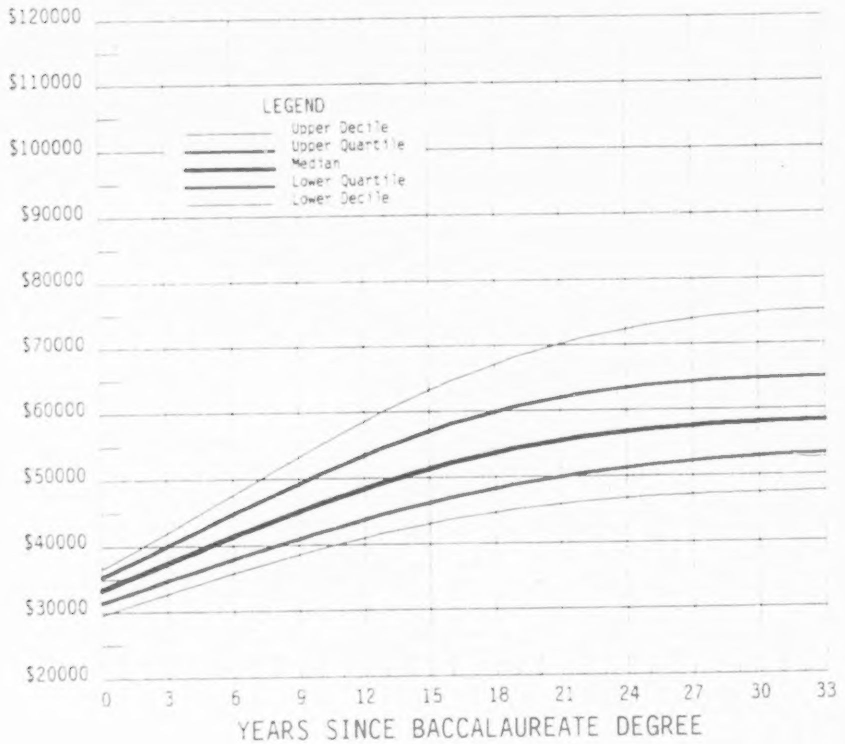
SALARY CURVES FOR ENGINEERS IN EAST SOUTH CENTRAL STATES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	53500	56700	59950	66550	76250	84900	91750	96450	99000	99900	99700	97750	91350	2.2
Upper Quartile	0	0	0	0	0	0	47850	50350	52850	57850	65000	71300	76300	79800	81950	82950	83200	82500	75600	2.2
Median	0	0	0	0	0	0	44400	46300	48200	51950	57250	61950	65750	68650	70600	71850	72500	72900	63200	2.2
Lower Quartile	0	0	0	0	0	0	42250	43900	45550	48700	53000	56650	59450	61450	62700	63400	63700	63600	54750	2.2
Lower Decile	0	0	0	0	0	0	40400	41900	43400	46250	50100	53200	55500	57050	57900	58300	58350	57950	49150	2.2
Mean	0	0	0	0	0	0	46150	48300	50500	54800	60850	66050	70150	73050	74800	75700	75950	75500	67250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	62050	59200	58750	63500	72450	97300	88100	93700	89050	102950	110900	96450	91350	
Upper Quartile	0	0	0	0	0	0	49800	52150	50300	58650	62800	73500	72650	81500	82850	83350	87400	81150	75600	
Median	0	0	0	0	0	0	48700	47950	48050	54000	55350	58350	64350	72250	73950	74000	73700	71450	63200	
Lower Quartile	0	0	0	0	0	0	47600	44850	43450	50200	52000	54800	56350	62500	65100	66700	68350	61450	54750	
Lower Decile	0	0	0	0	0	0	43750	39700	41250	47750	49750	53400	53800	54100	57500	59700	61500	57750	49150	
Mean	0	0	0	0	0	0	51250	49050	48100	55350	59050	66850	67950	73600	73850	77350	79800	74550	67250	
Supporting Data																				
Total Number	1	7	6	13	10	11	58	26	21	232	215	251	248	149	157	149	144	285	1982	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	4	1	1	0	2	6	15	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

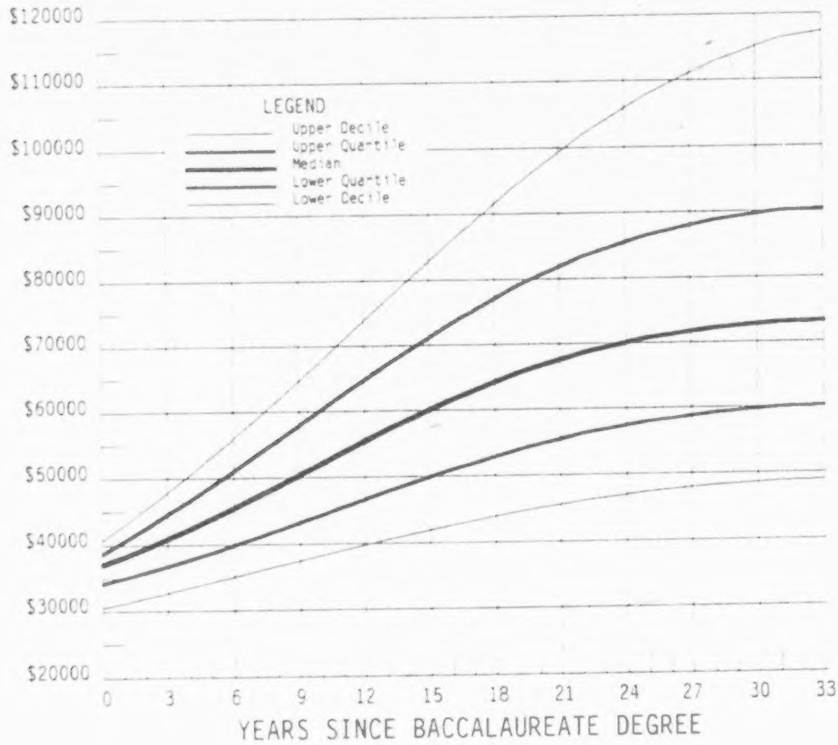
SALARY CURVES FOR ENGINEERS IN EAST SOUTH CENTRAL STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36550	38300	40100	41950	43850	45700	47600	49500	51400	55050	60200	54650	68300	71100	73000	74250	74950	75500	63000	2.2
Upper Quartile	35300	36850	38400	40000	41600	43150	44750	46300	47800	50750	54700	58050	60650	62500	63750	64450	64800	64950	55050	2.2
Median	33350	34700	36050	37400	38700	40050	41350	42650	43900	46300	49500	52250	54350	55950	57050	57750	58100	58400	46950	2.2
Lower Quartile	31400	32500	33600	34700	35800	36850	37950	38950	40000	41950	44650	46950	48900	50450	51600	52450	53050	53750	39650	2.2
Lower Decile	29550	30600	31650	32700	33750	34750	35750	36700	37650	39450	41750	43650	45100	46150	46850	47250	47450	47600	35250	2.2
Mean	33450	34800	36150	37550	38900	40300	41650	43000	44300	46800	50250	53200	55600	57400	58700	59550	60100	60600	48450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37400	39300	40400	43150	40900	43850	48400	52200	55050	55550	61600	61350	66900	67750	71500	77800	81750	74550	63000	
Upper Quartile	33900	37400	39250	41050	39800	42950	43850	48350	51500	50700	54600	56100	59600	62100	65650	66000	65200	64600	55050	
Median	31900	35800	35850	36400	37950	41450	42050	43300	42950	46400	49300	52000	54000	54200	58950	59050	57400	58400	46950	
Lower Quartile	30700	33250	33100	34050	35550	37900	38950	38300	39250	41750	44600	48050	47200	50600	53600	52200	53800	53250	39650	
Lower Decile	30000	31050	31650	31750	33600	36150	36400	34600	36850	39150	41300	44400	44650	47000	49250	50000	49150	45350	35250	
Mean	33350	35600	36100	37350	37800	40700	42100	43550	44950	46800	50200	52550	54900	56750	60050	61150	61250	59800	48450	
Supporting Data																				
Total Number	105	350	238	225	380	317	321	217	277	1067	532	452	392	309	278	258	236	557	6511	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

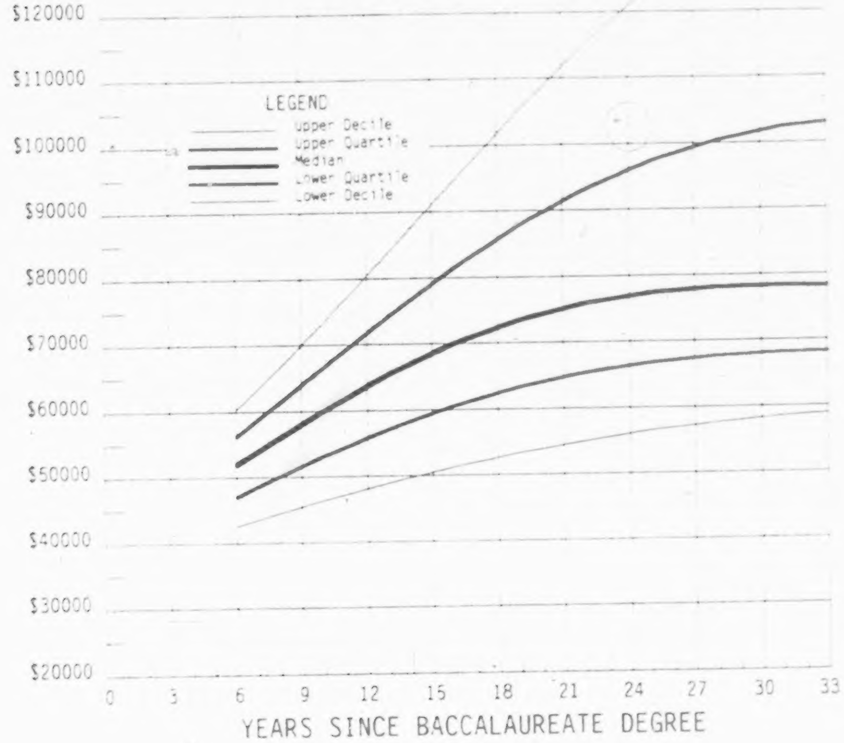
SALARY CURVES FOR ENGINEERS IN WEST SOUTH CENTRAL STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40700	42950	45350	47850	50450	53100	55900	58750	61650	67650	76850	85850	94300	101750	107900	112700	116200	120750	83650	2.2
Upper Quartile	38650	40550	42500	44550	46650	48800	51000	53250	55550	60150	66950	73300	78850	83300	86550	88800	90100	91100	68200	4.0
Median	37000	38200	39500	40900	42350	43850	45450	47050	48700	52050	57000	61600	65550	68600	70800	72250	73050	73650	54250	4.2
Lower Quartile	34150	34950	35850	36750	37750	38750	39850	40900	42050	44300	47750	50950	53850	56200	57950	59200	59950	60600	43000	3.8
Lower Decile	30500	31200	31950	32700	33500	34250	35050	35850	36650	38200	40500	42600	44500	46050	47300	48200	48800	49400	37350	3.4
Mean	36400	37750	39200	40700	42300	43900	45600	47350	49100	52700	58200	63500	68250	72200	75300	77450	78800	79900	58500	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	42700	43550	45350	46950	48700	51700	54600	58050	60750	69550	79000	85350	91050	99600	106900	114650	117250	121100	83650	
Upper Quartile	40500	40850	43050	43950	44600	46900	48900	52200	54150	62450	69700	73250	78600	83400	84500	87000	86450	90000	68200	
Median	38700	39150	40200	40400	40050	41850	43450	45950	46700	54400	59650	62200	65200	69100	69600	69050	70300	71950	54250	
Lower Quartile	36000	36800	35600	35600	35050	38100	38900	39850	40400	46250	48950	51850	53250	56300	55350	59450	58050	60100	43000	
Lower Decile	32650	33800	28500	33350	31550	34500	34950	35950	33400	39850	41700	43650	42500	44450	43550	51400	49600	50250	37350	
Mean	38250	38850	38950	40200	40200	42550	44300	46400	47450	54750	60150	63800	67150	71850	73300	76900	76900	79350	58500	
Supporting Data																				
Total Number	143	216	302	339	326	376	424	429	465	1488	1133	827	696	580	493	462	367	509	9577	
$125,000 or More	0	0	0	0	0	0	0	0	0	2	3	3	7	17	21	27	27	42	149	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	2	

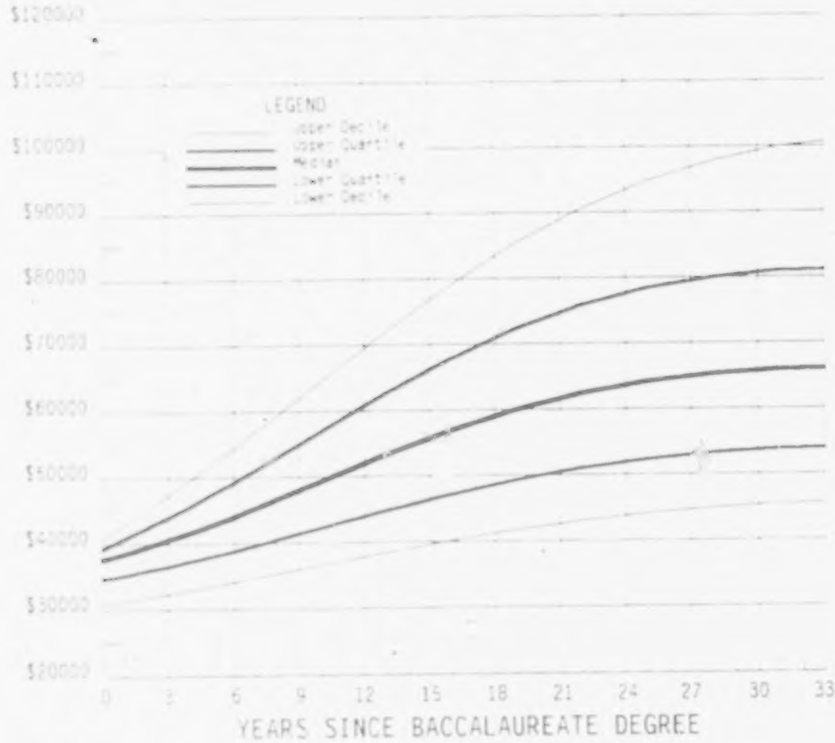
SALARY CURVES FOR ENGINEERS IN WEST SOUTH CENTRAL STATES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	60200	63300	66550	73250	83800	94550	105100	114900	123550	130800	136500	144900	103900	2.2
Upper Quartile	0	0	0	0	0	0	56150	58700	61300	66500	74200	81400	87750	93100	97250	100300	102400	104850	81850	2.2
Median	0	0	0	0	0	0	51850	53950	56000	60000	65450	70000	73450	75900	77350	78050	78300	77950	68200	2.2
Lower Quartile	0	0	0	0	0	0	46950	48550	50100	53100	57150	60600	63350	65400	66800	67650	68150	68500	58050	2.2
Lower Decile	0	0	0	0	0	0	42550	43550	44500	46350	48950	51250	53300	55000	56450	57550	58450	59700	50700	2.2
Mean	0	0	0	0	0	0	51750	53950	56150	60550	66900	72700	77700	81800	84950	87200	88700	90400	73800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	63100	62650	67850	74750	84450	93350	97300	118600	124600	128250	141600	149700	103900	
Upper Quartile	0	0	0	0	0	0	57950	58650	62400	67300	76500	79850	83350	93900	95450	95300	105850	114650	81850	
Median	0	0	0	0	0	0	53700	54950	56950	59900	66300	68500	72350	77800	80450	72150	79050	81500	68200	
Lower Quartile	0	0	0	0	0	0	48100	49650	51750	53600	57750	60200	60200	66550	68500	64350	68100	72450	58050	
Lower Decile	0	0	0	0	0	0	44350	46950	46050	50050	48200	51950	43900	57950	59000	57600	59300	63500	50700	
Mean	0	0	0	0	0	0	53850	54650	57300	61250	67550	71800	73650	83700	86350	83900	89500	94750	73800	
Supporting Data																				
Total Number	1	1	4	9	12	23	50	64	80	418	414	339	303	236	203	236	150	184	2729	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	3	3	7	16	20	25	22	36	134	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

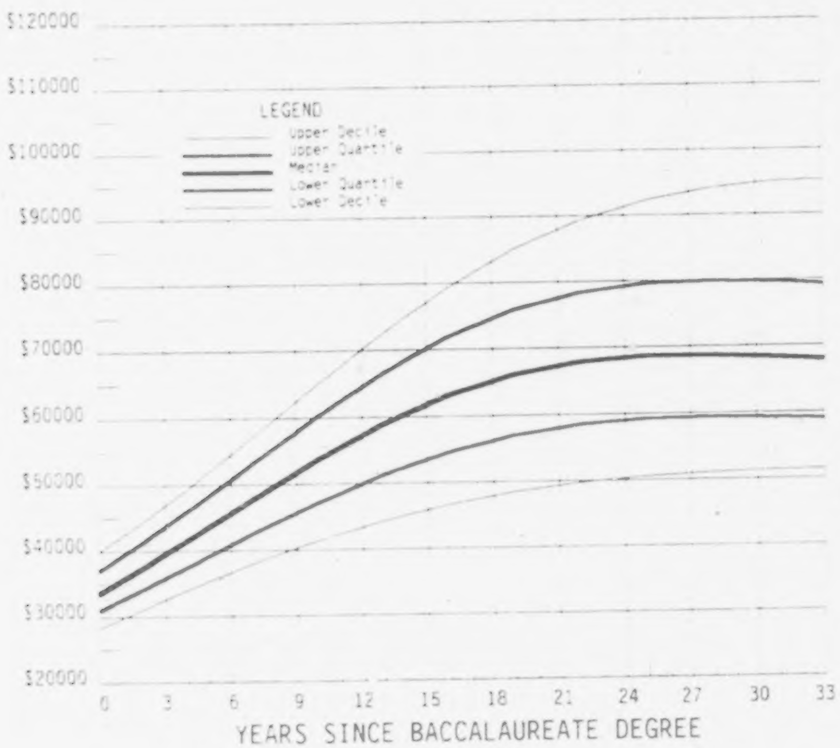
SALARY CURVES FOR ENGINEERS IN WEST SOUTH CENTRAL STATES NON-SUPERVISORS, ALL DEGREE LEVELS



1983 ENGINEERING SALARY STATISTICS - WEST SOUTH CENTRAL STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40600	42750	44950	47200	49550	51950	54400	56900	59400	64500	72000	79050	85350	90600	94750	97800	99950	102450	73900	2.2
Upper Quartile	39200	40650	42250	43900	45600	47400	49200	51100	53000	56850	62600	67850	72300	75850	78350	79950	80900	81550	60900	4.2
Median	37600	38450	39400	40450	41550	42750	44000	45300	46600	49250	53250	56900	60000	62450	64150	65250	65900	66350	48150	4.2
Lower Quartile	34650	35200	35850	36500	37250	38000	38600	39600	40450	42200	44800	47200	49300	51050	52350	53250	53800	54250	40600	3.8
Lower Decile	30650	31200	31750	32350	32900	33500	34100	34750	35350	36600	38400	40100	41650	43000	44050	44850	45450	46050	35900	3.2
Mean	36900	37900	39050	40250	41500	42800	44200	45600	47050	50000	54400	58600	62200	65150	67350	68800	69650	70350	52400	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	42600	43550	45300	46800	48400	50600	52050	55750	57850	66950	73850	78400	85750	89450	92650	97450	97500	103650	73900	
Upper Quartile	40500	42850	43050	43850	44250	46200	47050	49800	50650	59850	65200	67550	73000	74850	75000	79350	76900	80550	60900	
Median	36700	39150	40200	40300	39850	41450	42550	44150	45150	51600	55100	56700	60600	52400	60650	65700	63450	65050	48150	
Lower Quartile	36000	36800	35700	35600	34900	37850	38400	39050	39200	44150	45700	47000	49050	49050	48400	54800	53750	56100	40600	
Lower Decile	32650	33800	28200	31300	31450	34250	34450	35200	31850	38400	38900	40400	41100	40200	41950	46550	46100	47550	35900	
Mean	38150	38850	38950	40050	39900	42050	43050	44950	45400	52200	55900	58200	52200	53750	64150	69500	68200	70700	52400	
Supporting Data																				
Total Number	143	214	297	329	314	351	374	365	384	1070	719	488	395	344	290	225	218	325	6848	
$125,000 Or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	4	6	15	
Less Than $12000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	2	

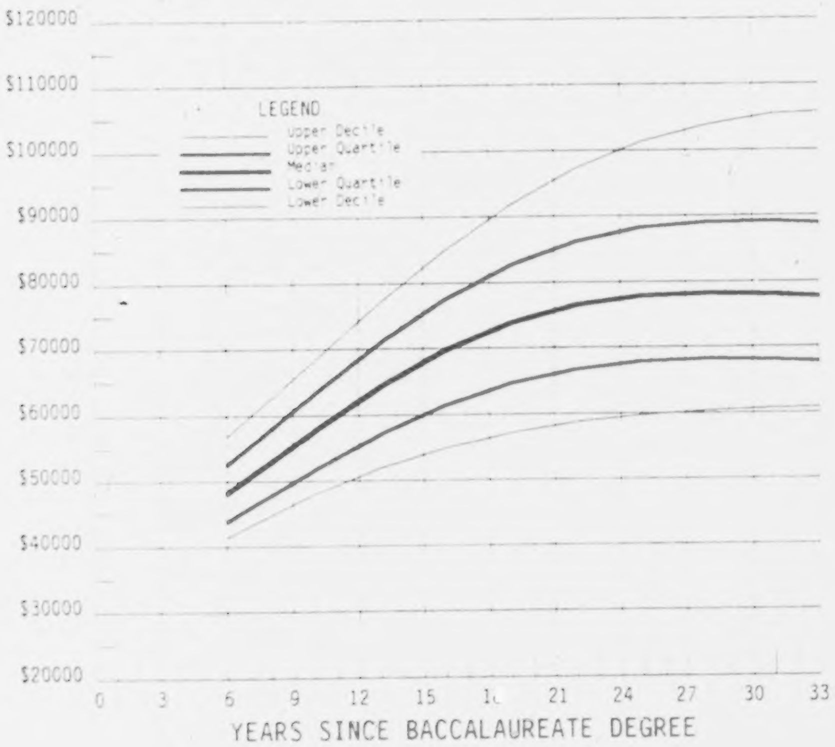
SALARY CURVES FOR ENGINEERS IN MOUNTAIN STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39950	42200	44500	46900	49400	51950	54500	57100	59750	65000	72550	79350	85000	89300	92250	94100	95050	95500	77150	2.2
Upper Quartile	37000	39150	41350	43650	46000	48350	50750	53150	55550	60250	66650	72000	75900	78350	79600	79900	79650	78350	66150	2.2
Median	33600	35550	37500	39500	41550	43600	45650	47700	49750	53700	58950	63200	66200	67950	68700	68700	68300	66950	55900	2.2
Lower Quartile	30950	32550	34200	35850	37500	39150	40850	42500	44100	47200	51350	54650	57050	58500	59250	59400	59250	58450	45250	2.2
Lower Decile	28300	29750	31200	32600	34000	35350	36650	37900	39150	41400	44300	46650	48450	49700	50550	51050	51350	51550	37800	4.2
Mean	34100	35950	37850	39800	41750	43750	45750	47800	49800	53700	50050	63600	67000	69350	70700	71300	71350	70800	57200	2.2
Raw (unsmoothed) Statistics																				
Upper Decile	38200	42100	43800	46850	49500	52850	56250	59250	61150	66550	71750	75850	83350	85800	86500	98950	97000	104500	77150	
Upper Quartile	35200	38300	41500	44200	46650	49950	52200	54650	56050	61150	65900	69050	74250	76300	78150	82450	82100	82150	66150	
Median	33200	35450	37150	39150	41800	43750	46150	48350	49350	54750	59050	62050	65000	66100	67650	69550	70200	68900	55900	
Lower Quartile	31150	32200	34250	35700	37250	39600	40900	42400	43450	47400	51500	54850	56900	57900	58800	60300	59750	58350	45250	
Lower Decile	29700	29100	31150	31000	32500	36050	36750	38050	38900	41600	44900	47650	48450	48800	50900	52350	50850	48800	37800	
Mean	33450	35500	37550	39600	41800	44600	46600	48550	49850	54400	58800	62450	66150	67650	68600	73000	72600	73550	57200	
Supporting Data																				
Total Number	133	242	283	388	375	479	560	562	552	1684	1475	1074	1004	790	554	431	328	525	11439	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	4	4	0	6	2	19	36"	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

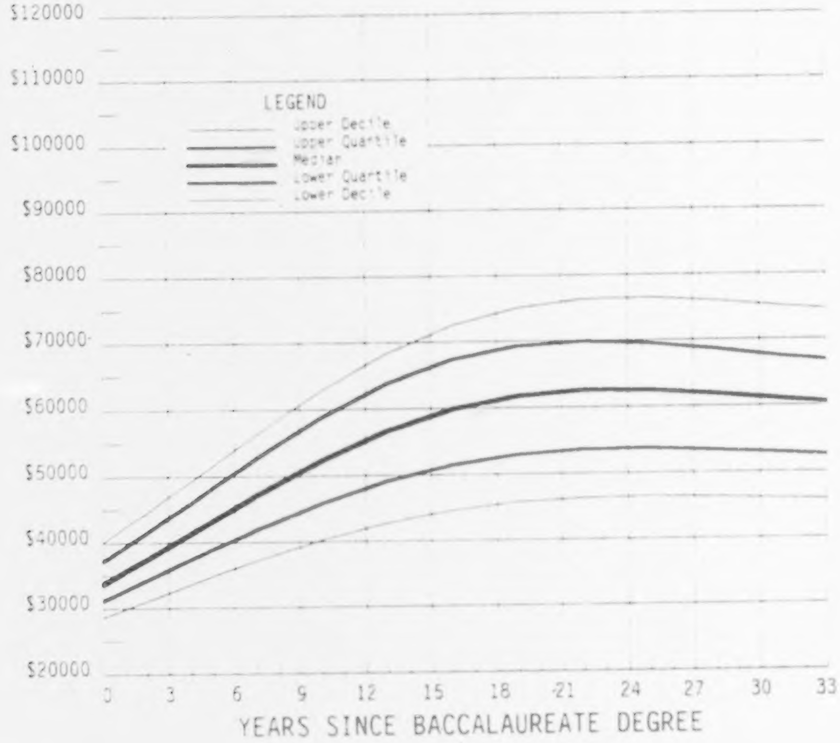
SALARY CURVES FOR ENGINEERS IN MOUNTAIN STATES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	56800	59650	62500	68350	77000	84950	91800	97250	101250	103850	105450	106700	89500	2.2
Upper Quartile	0	0	0	0	0	0	52450	55150	57900	63250	70900	77500	82650	86150	88200	89000	89100	88000	79200	2.2
Median	0	0	0	0	0	0	48150	50550	52950	57650	64250	69750	73850	76500	77850	78200	78000	76650	69400	2.2
Lower Quartile	0	0	0	0	0	0	43750	45800	47750	51650	57000	61400	64650	66750	67850	68200	68050	67100	60050	2.2
Lower Decile	0	0	0	0	0	0	41300	43100	44800	47950	51900	54900	57150	58700	59700	60350	60700	61000	53100	4.0
Mean	0	0	0	0	0	0	48400	50750	53150	57850	64500	70250	74750	77900	79800	80700	80950	80300	71350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	73950	64900	68100	72800	77900	81550	89350	92250	89550	111900	109600	121100	89500	
Upper Quartile	0	0	0	0	0	0	61400	59350	62700	67750	71500	74500	79750	82500	84100	91850	88600	97850	79200	
Median	0	0	0	0	0	0	55600	53550	54700	60000	64800	67750	71700	75000	75650	80400	78950	80500	69400	
Lower Quartile	0	0	0	0	0	0	47900	48450	46750	53650	57300	60050	63250	66000	66450	69300	69500	69100	60050	
Lower Decile	0	0	0	0	0	0	44650	45400	42700	46300	53050	55250	56850	58850	59400	60500	60350	60950	53100	
Mean	0	0	0	0	0	0	56450	54200	55400	60300	64850	68550	72950	75850	75900	82850	81400	86450	71350	
Supporting Data																				
Total Number	0	1	4	8	14	17	35	66	63	341	466	454	524	392	279	221	164	239	3286	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	4	4	0	5	2	18	35	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

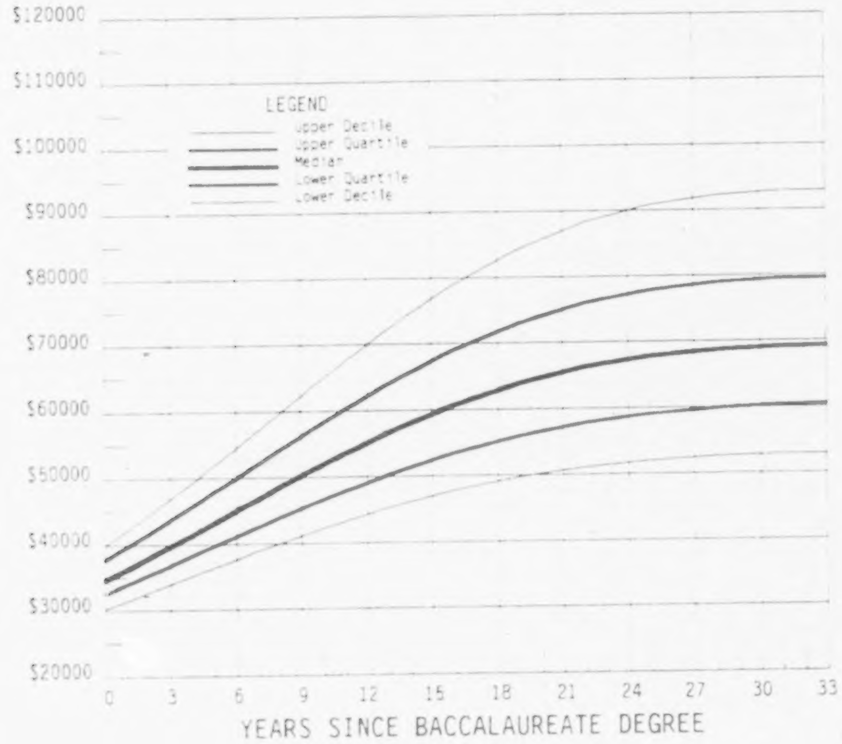
SALARY CURVES FOR ENGINEERS IN MOUNTAIN STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40000	42250	44500	46850	49200	51550	53900	56250	58500	62800	68350	72500	75100	76350	76500	76000	75100	73000	66800	2.2
Upper Quartile	37100	39250	41450	43700	45950	48200	50450	52650	54800	58800	63800	67350	69300	69950	69550	68600	67400	64900	60050	2.2
Median	33650	35500	37400	39350	41300	43200	45150	47050	48850	52300	56650	59850	61700	62500	62450	61850	61000	59150	50850	2.2
Lower Quartile	31150	32700	34250	35800	37350	38850	40350	41800	43200	45850	49100	51500	52950	53650	53700	53400	52900	51700	42200	2.2
Lower Decile	28600	29850	31100	32350	33550	34800	35950	37100	38200	40200	42700	44550	45700	46300	46450	46300	46000	45200	35200	2.2
Mean	34150	36000	37800	39700	41550	43400	45250	47050	48850	52100	56300	59350	61300	62150	62200	61800	61100	59500	51500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38200	42000	43700	46700	49400	52550	55400	58450	59750	63800	67650	69300	71600	71900	74300	76050	81000	79700	66800	
Upper Quartile	35200	38200	41400	44050	46600	49650	51750	54050	55450	59650	63100	64600	66000	66300	68200	69300	71050	70400	60050	
Median	33200	35400	37100	38950	41650	43500	45600	47450	48800	53200	56500	58700	60000	60350	61500	62450	62800	61550	50850	
Lower Quartile	31150	32200	34200	35650	37100	39400	40550	41850	43050	46350	49200	51100	51400	51950	54000	54750	54900	52150	42200	
Lower Decile	29700	29100	31100	30850	32300	35900	36600	37350	38400	40750	42850	44850	43250	44550	46550	47350	46000	46850	36200	
Mean	33450	35450	37500	39400	41650	44300	46000	47800	49150	52900	56050	58000	58750	59500	61300	62650	63750	62750	51500	
Supporting Data																				
Total Number	133	141	279	380	362	461	526	496	489	1343	1009	621	480	398	276	210	164	286	8154	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

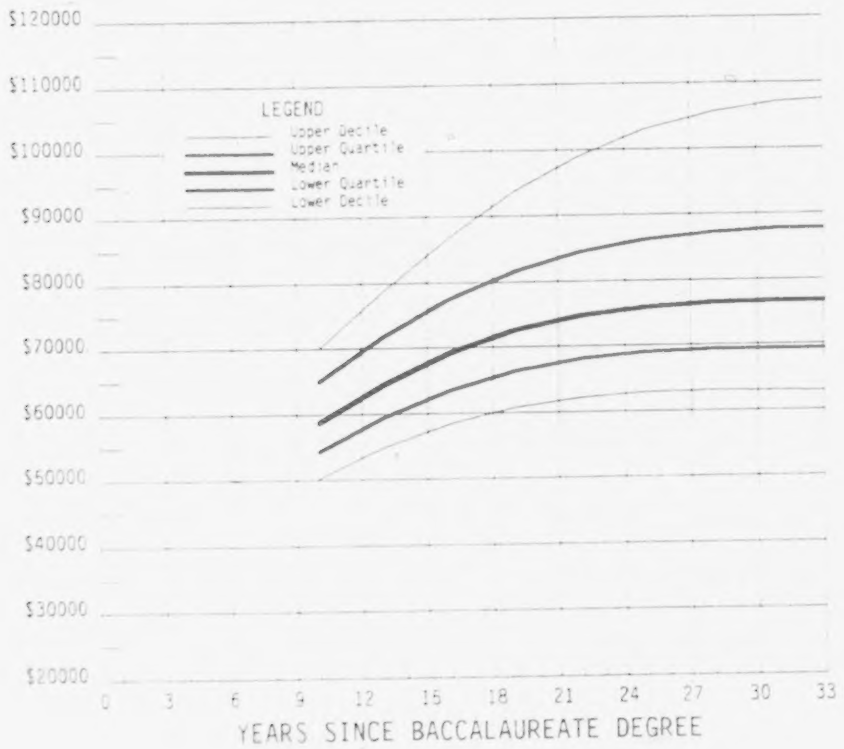
SALARY CURVES FOR ENGINEERS IN PACIFIC STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: PACIFIC STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39800	42050	44400	46850	49300	51850	54450	57100	59700	64950	72400	79000	84350	88250	90800	92250	92850	92750	81500	2.2
Upper Quartile	37650	39600	41600	43650	45750	47850	49950	52050	54150	58300	64050	69050	73050	75950	77850	78950	79500	79550	69650	2.2
Median	34500	36200	37900	39650	41400	43200	45000	46750	48550	51950	56700	60700	63900	66250	67800	68700	69150	69300	57900	2.2
Lower Quartile	32500	33900	35350	36800	38250	39700	41100	42550	43950	46650	50300	53450	55950	57800	59050	59850	60300	60600	46900	2.2
Lower Decile	30150	31400	32650	33900	35150	36400	37600	38850	40000	42250	45250	47750	49700	51100	52000	52550	52850	52950	39600	2.2
Mean	34950	36700	38450	40250	42050	43900	45750	47550	49400	53000	58000	62350	65900	68550	70400	71550	72200	72600	59950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40750	41200	44300	46900	49400	52350	52400	55000	59400	67000	73750	78750	82450	88050	89550	95400	90350	93650	81500	
Upper Quartile	38400	39100	41550	43150	46600	48650	46850	50550	53400	60600	64550	68800	71500	76050	78550	80100	77300	80250	69650	
Median	34800	36050	38050	39950	41850	42800	43950	45250	46600	54000	57150	59800	62500	68400	68100	67750	68300	69800	57900	
Lower Quartile	32500	34050	34950	36550	38150	39450	41500	42100	42350	48700	49950	52950	54050	60150	57850	60250	59500	61300	46900	
Lower Decile	30200	32000	32400	32650	34050	37250	38700	38750	38150	43750	45100	47200	48650	51800	51200	54150	51600	53450	39600	
Mean	35350	36700	38400	39950	42150	44000	44700	46400	48100	54950	58300	61900	64300	69900	69700	72350	70700	73300	59950	
Supporting Data																				
Total Number	324	584	629	669	680	898	822	894	635	2430	2274	2131	2582	2115	1761	1696	1522	2369	24994	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	5	16	17	28	25	63	154	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

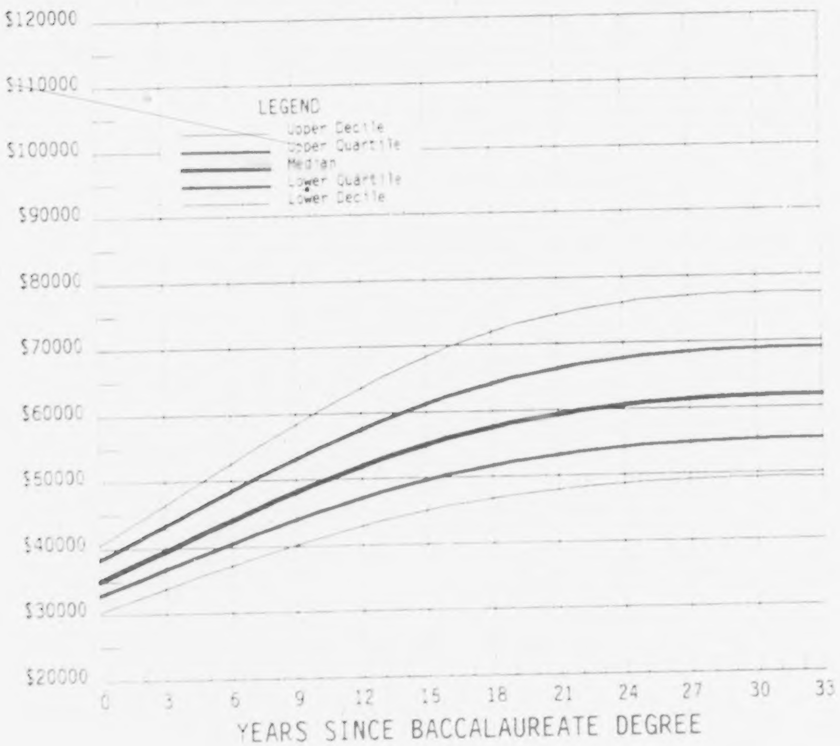
SALARY CURVES FOR ENGINEERS IN PACIFIC STATES
SUPERVISORS, ALL DEGREE LEVELS



1990 ENGINEERING SALARY STATISTICS, PACIFIC STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	69950	78700	86800	93700	99100	103050	105600	107100	108200	94650	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	64950	71800	77450	81600	84500	86250	87250	87750	88050	82250	2.4
Median	0	0	0	0	0	0	0	0	0	58600	64500	69200	72550	74700	75900	76450	76650	76600	72300	2.4
Lower Quartile	0	0	0	0	0	0	0	0	0	54250	59450	63500	66350	68100	69000	69350	69400	69200	64300	2.4
Lower Decile	0	0	0	0	0	0	0	0	0	50200	54850	58400	60750	62150	62850	63050	63000	62700	57600	2.4
Mean	0	0	0	0	0	0	0	0	0	59200	65750	71350	75750	78850	80650	81550	81750	81100	75400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	75150	81500	87150	89550	96200	96900	112000	108300	111250	94650	
Upper Quartile	0	0	0	0	0	0	0	0	0	67800	72700	77200	79400	82750	86400	88700	87600	89550	82250	
Median	0	0	0	0	0	0	0	0	0	62350	64250	68550	70450	73950	76300	77800	75400	78050	72300	
Lower Quartile	0	0	0	0	0	0	0	0	0	57350	59500	63050	63750	68500	69300	70000	68750	70250	64300	
Lower Decile	0	0	0	0	0	0	0	0	0	53200	55350	57550	58300	63200	62100	63750	60850	64650	57600	
Mean	0	0	0	0	0	0	0	0	0	63800	66800	71050	72850	77600	79600	82800	80750	83450	75400	
Supporting Data																				
Total Number	1	4	8	19	20	59	24	59	58	526	716	847	1195	1170	840	796	639	1069	8050	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	5	16	16	27	24	60	148	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN PACIFIC STATES
NON-SUPERVISORS, ALL DEGREE LEVELS

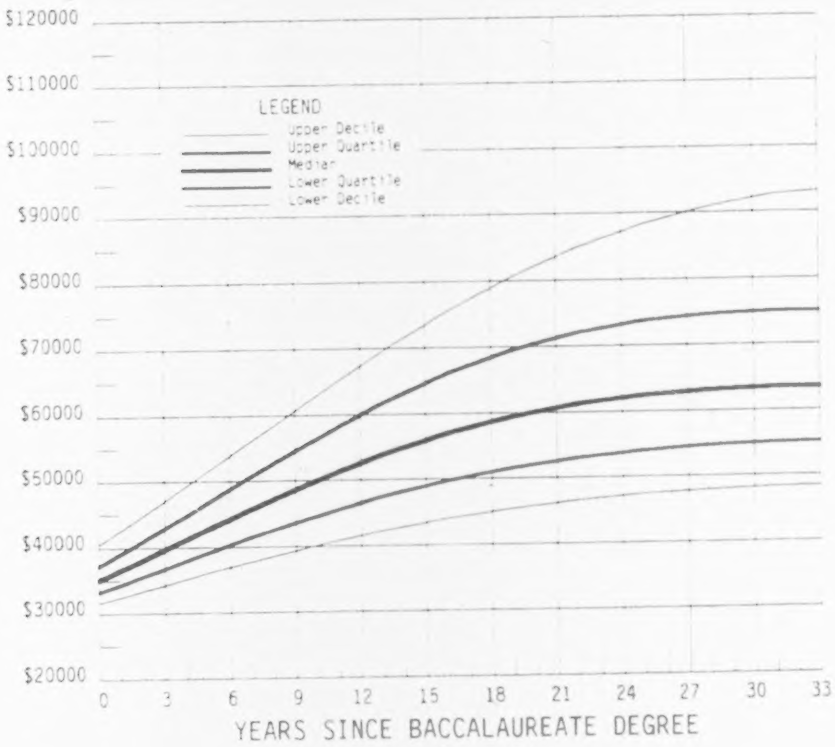


1992 ENGINEERING SALARY STATISTICS: PACIFIC STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40500	42450	44450	46450	48500	50550	52550	54600	56550	60350	65500	69750	73000	75200	76550	77200	77350	77000	68700	2.2
Upper Quartile	38300	40000	41650	43350	45050	46750	48400	50050	51700	54750	58900	62350	65000	66850	68050	58750	69050	69050	60400	2.2
Median	35100	36550	38050	39550	41050	42500	44000	45400	46850	49500	53100	56050	58300	59900	60950	61550	61800	61850	51400	2.2
Lower Quartile	32900	34200	35450	36750	38000	39250	40500	41700	42850	45100	48050	50450	52300	53650	54500	55000	55250	55350	43150	2.2
Lower Decile	30400	31550	32700	33850	34950	36100	37150	38200	39250	41150	43650	45700	47200	48200	48850	49200	49350	49250	37550	2.2
Mean	35450	36950	38500	40000	41550	43050	44550	46000	47450	50200	53900	57000	59350	61050	62150	62800	63100	63150	52600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40700	41000	44000	46700	49150	51300	51650	53700	57050	63150	67000	68050	68600	73550	75900	76700	77650	80050	68700	
Upper Quartile	38400	39050	41400	43000	46300	47550	46600	49600	51600	57350	59700	60450	62500	66350	67750	67350	69950	70950	60400	
Median	34750	36000	37950	39750	41650	42300	43800	44750	45850	52150	53200	55200	55450	60300	59150	61450	62950	63250	51400	
Lower Quartile	32500	34000	34900	36450	38050	39300	41450	41900	42000	47250	47350	50050	50150	52750	52900	56350	55950	56450	43150	
Lower Decile	30200	32000	32350	32500	33950	37050	38650	38500	37750	42350	44200	45000	46150	47350	46050	51700	47850	51050	37550	
Mean	35300	36550	38200	39750	41750	43300	44450	45600	47000	52500	54350	55850	56850	60400	60650	63100	63450	64950	52600	
Supporting Data																				
Total Number	323	580	621	650	660	838	798	835	577	1904	1558	1284	1367	945	921	900	883	1300	16944	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	3	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

CURVES AND TABLES FOR SELECTED INDUSTRIAL SECTORS

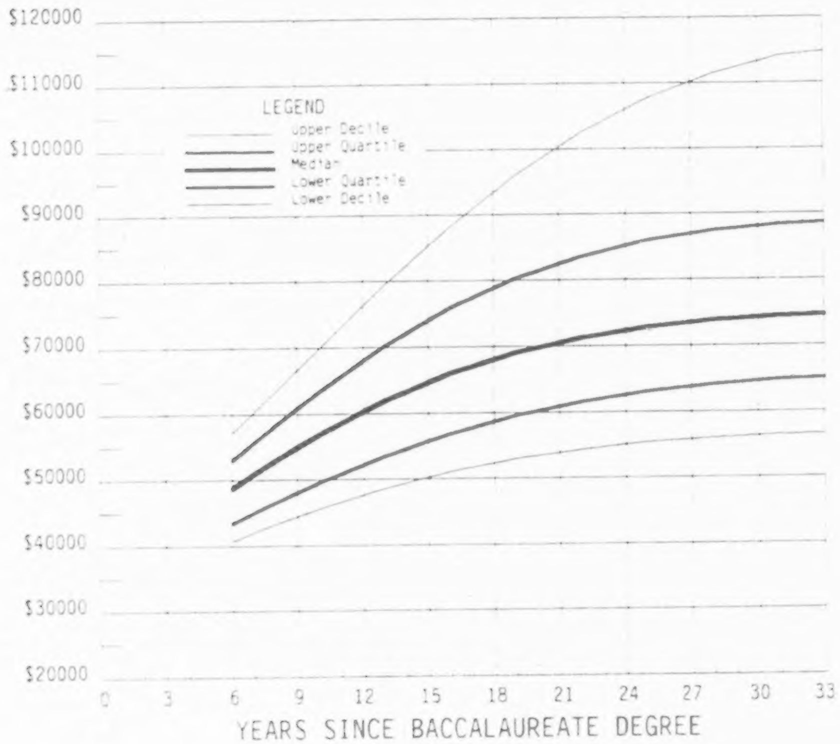
SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40400	42550	44750	46950	49250	51500	53800	56100	58400	62950	69450	75400	80600	84950	88350	90900	92650	94500	74100	3.2
Upper Quartile	37200	39050	40950	42850	44800	46750	48750	50700	52650	56400	61650	66050	69550	72050	73700	74600	75000	75000	61050	2.2
Median	35050	36600	38100	39650	41200	42700	44250	45750	47200	50000	53800	57000	59450	61250	62450	63150	63500	63650	50650	2.2
Lower Quartile	33250	34400	35600	36800	38000	39150	40300	41450	42550	44600	47400	49750	51600	53000	54000	54700	55100	55450	42300	2.2
Lower Decile	31600	32500	33400	34300	35200	36100	36950	37750	38550	40100	42200	43950	45400	46500	47350	47900	48250	48550	36450	3.6
Mean	35350	36950	38550	40150	41750	43350	44950	46500	48050	51050	55150	58800	61900	64350	66200	67550	68450	69250	53850	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	44500	41600	50250	46200	46150	52000	54100	55600	56650	62050	71950	76850	77350	85500	90800	94400	89900	92150	74100	
Upper Quartile	37800	39200	42350	43400	42750	46000	50200	50850	51850	56350	62650	66200	66900	71700	75850	75200	74050	75350	61050	
Median	35150	36200	38800	39600	39650	41950	45550	46400	47700	50550	54150	56650	57250	60600	62700	63500	63550	64950	50650	
Lower Quartile	33650	34700	35900	36600	36100	37350	41450	41150	43650	45600	48350	48850	49900	52700	52800	56050	56550	55550	42300	
Lower Decile	32350	33500	33200	33800	33400	32800	37950	37200	39150	41200	43800	44200	43900	45150	47800	48850	48900	47550	36450	
Mean	36800	37100	39700	40050	39900	41600	45900	46300	47950	51300	56500	58850	59950	64700	67150	68250	67950	68400	53850	
Supporting Data																				
Total Number	2088	3168	3375	2833	2790	3033	3897	3694	2942	8992	7565	5426	5676	5382	4226	3588	3042	4205	75924	
$125,000 or More	0	0	0	0	2	0	0	0	0	2	3	7	13	58	64	37	39	67	292	
Less Than $22000	0	0	0	0	0	142	0	0	0	0	0	0	0	1	0	0	0	0	144	

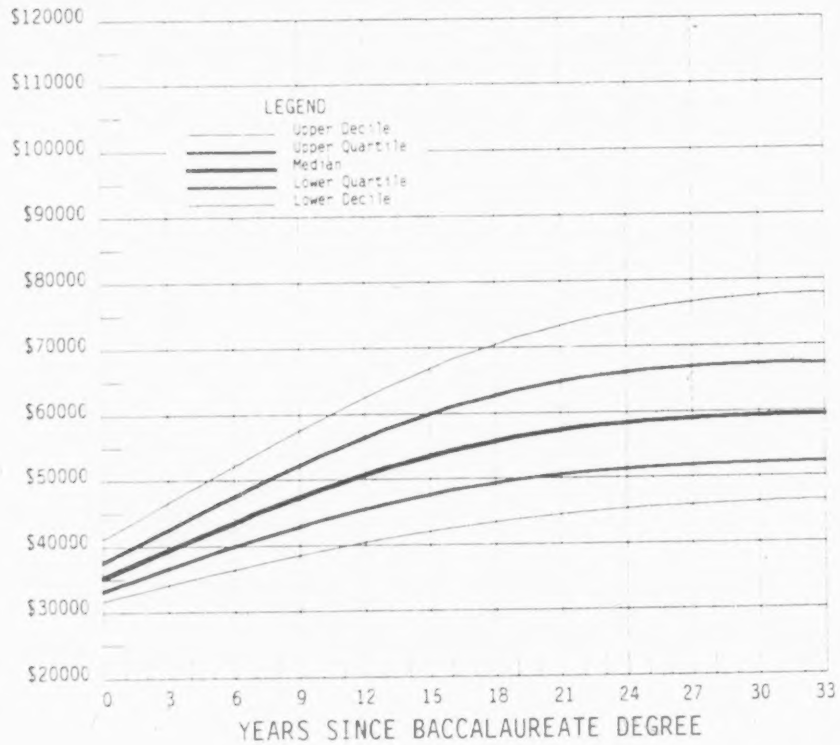
SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Date																				
Upper Decile	0	0	0	0	0	0	57100	60250	63450	69850	79300	88100	95900	102450	107600	111450	114050	116800	95000	3.2
Upper Quartile	0	0	0	0	0	0	52900	55600	58250	63350	70150	75850	80250	83550	85900	87450	88350	89200	77350	3.6
Median	0	0	0	0	0	0	48650	50850	52950	56850	61950	66000	69050	71250	72800	73800	74400	74900	65450	3.6
Lower Quartile	0	0	0	0	0	0	43350	45000	46550	49550	53500	56850	59550	61600	63100	64150	64850	65550	55050	3.2
Lower Decile	0	0	0	0	0	0	40700	42000	43250	45600	48600	51050	52900	54300	55300	56000	56400	56800	46800	3.4
Mean	0	0	0	0	0	0	49100	51350	53600	57850	63600	68450	72350	75300	77450	78950	79900	80750	68950	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	59200	58350	63650	70350	80950	85350	89150	109450	112400	114500	113750	112500	95000	
Upper Quartile	0	0	0	0	0	0	57200	52250	58050	62450	72600	75800	74700	84500	88550	91100	88100	88300	77350	
Median	0	0	0	0	0	0	51950	45650	51550	57100	65300	65800	62450	73500	77200	74050	74150	74450	65450	
Lower Quartile	0	0	0	0	0	0	48350	33600	46600	51850	57050	57750	53200	61550	66000	64850	66850	65200	55050	
Lower Decile	0	0	0	0	0	0	43150	32650	44400	47750	50500	51300	50300	52700	57650	57250	57500	55800	46800	
Mean	0	0	0	0	0	0	52350	45250	53400	58450	66350	67950	66750	77050	80750	80300	80200	79650	68950	
Supporting Date																				
Total Number	30	213	133	118	93	155	530	456	376	1708	2181	1938	2050	1856	1482	1273	965	1454	17010	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	2	5	13	57	64	34	32	61	271	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

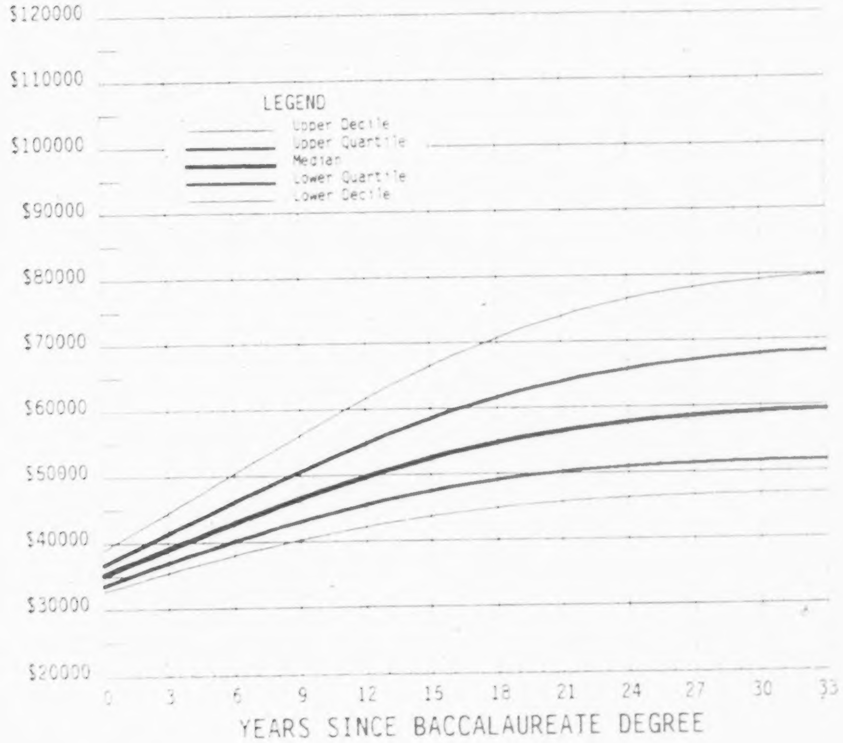
SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41150	42900	44750	46600	48450	50300	52150	53950	55750	59250	64050	68200	71500	74050	75850	77000	77700	78300	64600	2.2
Upper Quartile	37600	39250	40900	42550	44200	45900	47500	49100	50700	53700	57700	61050	63550	65350	66450	67050	67300	67250	56150	2.2
Median	35250	36650	38050	39450	40850	42200	43550	44900	46150	48600	51800	54400	56400	57800	58650	59150	59400	59350	47850	2.2
Lower Quartile	33200	34400	35500	36650	37750	38850	39950	40950	41950	43850	46300	48300	49800	50850	51550	51950	52150	52250	40450	2.2
Lower Decile	31650	32500	33300	34100	34900	35650	36400	37150	37850	39200	41000	42550	43800	44750	45450	45950	46250	46500	35550	3.6
Mean	35700	37050	38450	39850	41200	42600	43950	45250	46550	49000	52350	55100	57350	59000	60150	60900	61350	61700	49500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	43800	41550	50000	46050	45800	50850	52450	55200	55250	59400	63500	67300	72550	71600	75750	78350	77650	79650	64600	
Upper Quartile	37700	38800	42100	43300	42500	45650	48750	50700	51200	54050	57600	59250	62600	63950	65300	66800	67350	70550	56150	
Median	35150	35900	38700	39550	39500	41700	44900	46450	47300	49200	51300	52200	54750	57450	57950	60200	60850	60400	47850	
Lower Quartile	33650	34650	35750	36500	35950	37000	40900	41550	43050	44800	47250	46800	47850	50250	51050	52500	54000	52500	40450	
Lower Decile	32350	33350	33100	33700	33300	32450	37450	38250	38700	40050	42150	42000	41850	43800	46050	46600	47600	45800	35550	
Mean	36750	36850	39450	39950	39600	41200	44900	46450	47150	49600	52500	53750	56150	58200	59800	61650	62250	62500	49500	
Supporting Data																				
Total Number	2058	2955	3242	2715	2696	2878	3367	3238	2567	7284	5385	3488	3627	3527	2745	2315	2077	2751	58914	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	0	1	1	2	7	6	21	
Less Than $22000	0	0	0	0	0	142	0	0	0	0	0	0	0	1	0	0	0	0	144	

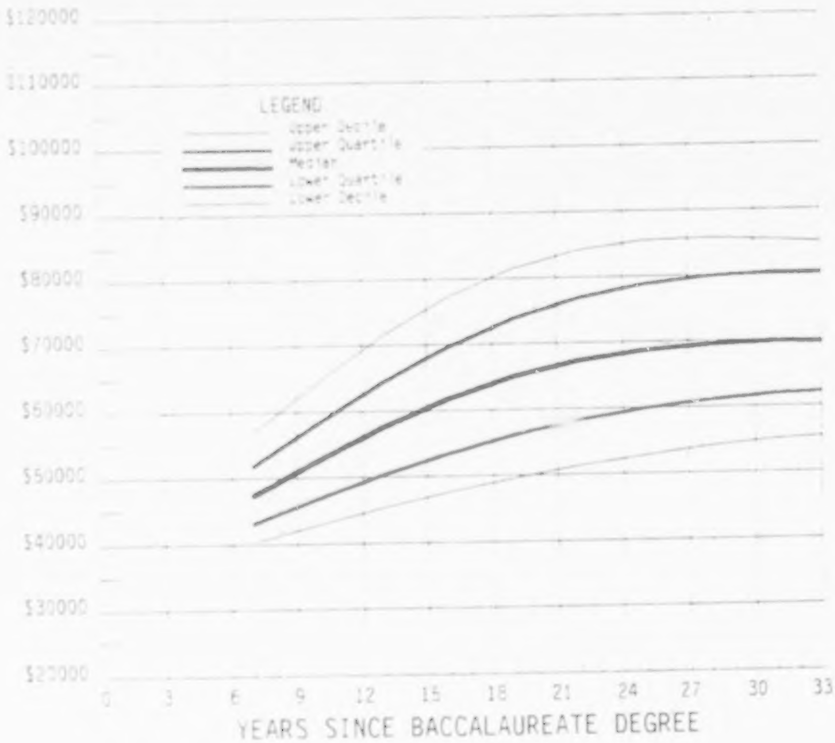
SALARY CURVES FOR ENGINEERS IN BASIC METALS
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: BASIC METALS

Years Since B.S	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38900	40750	42600	44500	46450	48400	50350	52300	54200	58000	63350	68050	71900	74900	77100	78550	79450	80250	65550	2.2
Upper Quartile	36700	38250	39800	41350	42950	44500	46050	47600	49150	52050	56100	59650	62500	64700	66300	67400	68100	68800	55400	2.2
Median	35150	36450	37750	39050	40350	41650	42900	44150	45350	47650	50750	53350	55400	56950	58050	58800	59250	59650	48100	2.2
Lower Quartile	33600	34700	35850	36950	38050	39100	40150	41150	42150	43950	46300	48150	49600	50550	51200	51550	51700	51750	41300	2.2
Lower Decile	32650	33600	34500	35400	36300	37150	38000	38800	39550	40950	42750	44150	45200	45900	46350	46600	46750	46750	37200	2.2
Mean	35700	37050	38350	39700	41050	42400	43700	44950	46200	48600	51850	54600	56800	58500	59700	60500	61050	61550	49850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	43700	42500	41000	44900	43500	54300	48950	52300	57350	56700	64800	68700	71500	69200	77100	73000	82150	86100	65550	
Upper Quartile	38200	37700	39750	40850	40850	48500	45800	48650	50900	51800	55400	59000	64000	62200	64500	65250	73850	69650	55400	
Median	35150	36100	37750	39150	39700	44000	41900	44800	46700	47550	50550	53300	55150	55100	55550	58000	67000	59150	48100	
Lower Quartile	33250	34150	36150	37300	38500	40100	38800	40700	43700	43950	47150	45800	49500	49600	50250	51650	59250	49800	41300	
Lower Decile	32400	32900	34550	36100	37150	38100	36300	38350	40600	41350	42800	42000	45600	45700	45600	47500	53700	44100	37200	
Mean	35700	37200	38500	39950	39950	44750	42250	45100	47700	48300	52300	53800	57400	56400	58250	58750	67050	61450	49850	
Supporting Data																				
Total Number	31	35	61	57	27	44	48	52	53	163	146	81	76	64	46	35	37	51	1107	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

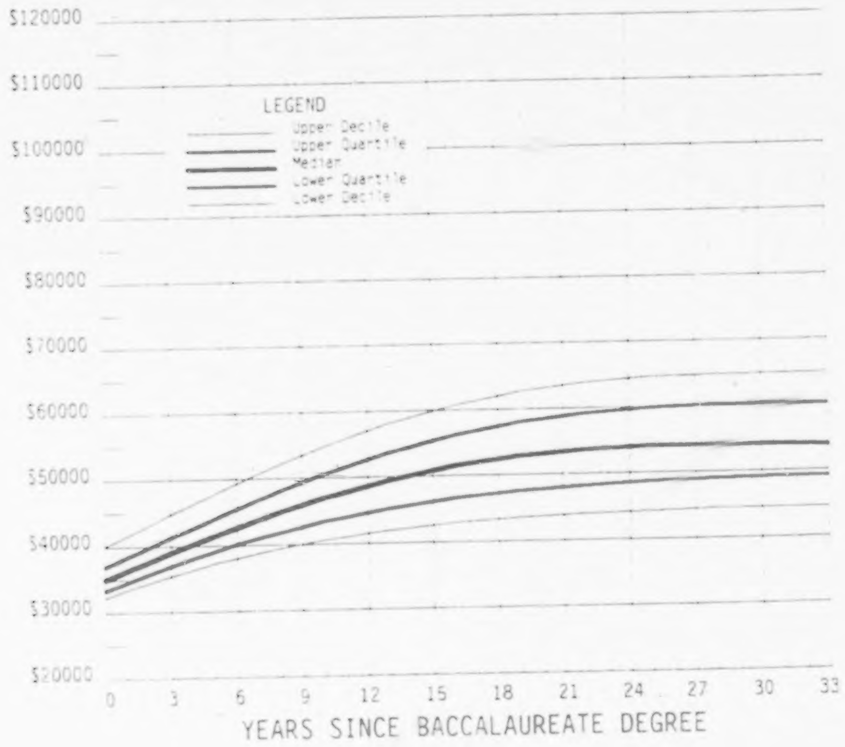
SALARY CURVES FOR ENGINEERS IN BASIC METALS
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: BASIC METALS, SUPERVISORY

Years Since B.S.	1		2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	56800	59400	64500	71500	77250	81500	84150	85450	85700	85400	83850	78450	2.2
Upper Quartile	0	0	0	0	0	0	0	51800	54000	58300	64400	69650	73850	76850	78800	79900	80350	80250	69500	2.2
Median	0	0	0	0	0	0	0	47350	49150	52700	57600	61750	65000	67250	68700	69500	69800	69650	57900	2.2
Lower Quartile	0	0	0	0	0	0	0	43100	44400	46900	50400	53500	56150	58250	59850	61050	61850	62850	48150	2.2
Lower Decile	0	0	0	0	0	0	0	40300	41150	42900	45350	47600	49600	51350	52800	54050	55000	56450	41000	2.2
Mean	0	0	0	0	0	0	0	47850	49650	53100	57900	61950	65250	67650	69250	70200	70700	70900	59050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile		0	0	0	0	0	0	68000	57200	62800	74150	79200	79050	77600	79600	82000	87000	89500	78450	
Upper Quartile	0	0	0	0	0	0	0	51500	53750	58800	66150	70500	71400	73350	77800	72000	81650	85000	69500	
Median	0	0	0	0	0	0	0	48000	48500	53000	57500	62000	65500	65350	70000	64000	74400	69350	57900	
Lower Quartile	0	0	0	0	0	0	0	44750	46100	47250	49900	51900	55250	56000	61500	61000	70650	60000	48150	
Lower Decile	0	0	0	0	0	0	0	41000	44850	42800	45950	47600	48050	49400	45500	51800	66400	57100	41000	
Mean	0	0	0	0	0	0	0	49450	49850	52950	58800	61950	64300	64850	67150	66350	75600	72000	59050	
Supporting Data																				
Total Number	3	3	8	8	3	4	5	10	14	38	43	22	27	16	15	12	16	24	270	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $27000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

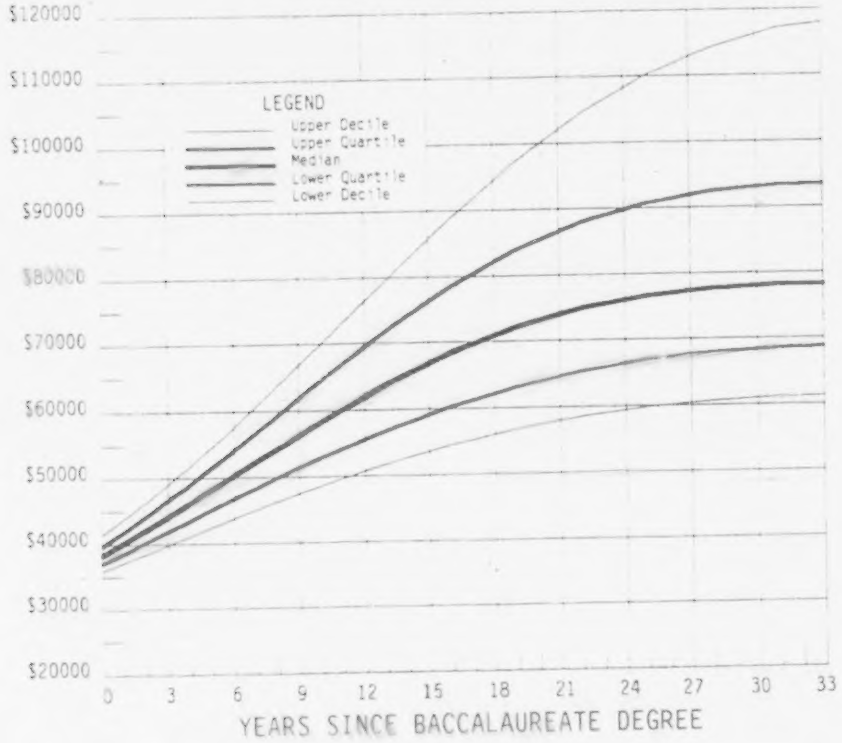
SALARY CURVES FOR ENGINEERS IN BASIC METALS
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: BASIC METALS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	40050	41600	43200	44750	46300	47800	49300	50750	52100	54700	58050	60700	62500	63850	64550	64800	64850	64500	58450	2.2
Upper Quartile	36900	38350	39800	41250	42650	44050	45450	46800	48100	50500	53650	56150	58000	59200	59900	60200	60300	60050	52350	2.2
Median	35000	36350	37650	38950	40200	41450	42650	43800	44900	46950	49500	51500	52850	53650	54050	54100	54050	53500	46300	2.2
Lower Quartile	33300	34550	35800	36950	38050	39100	40100	41000	41850	43400	45200	46600	47600	48250	48750	49050	49200	49350	40250	3.6
Lower Decile	32250	33400	34450	35450	36350	37250	38000	38750	39400	40550	41900	42850	43550	44000	44250	44450	44500	44600	36650	4.2
Mean	35900	37150	38400	39650	40850	42000	43150	44250	45350	47300	49750	51650	53050	53900	54400	54550	54550	54300	46900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40550	42800	40900	47300	43600	54200	49000	51350	57450	53500	55950	60100	63300	62950	63250	66250	69800	64600	58450	
Upper Quartile	37800	37750	39660	41300	40800	47750	45250	47750	50150	49800	52650	55850	58150	58850	60150	59400	66200	58500	52350	
Median	35350	35800	37650	39450	39600	43600	41600	44000	45850	46650	49400	50500	52250	53900	53250	54900	61500	50750	46300	
Lower Quartile	33400	34000	36100	37600	38400	40000	38600	40150	42400	43450	46100	43950	48600	48500	49250	49750	55250	45300	40250	
Lower Decile	32400	32800	34650	35950	36950	38000	36100	38050	39750	41200	41850	41500	43900	44900	45650	42950	50300	40550	36650	
Mean	36350	37200	38500	40250	39900	44450	42050	44050	46950	46850	49550	50750	53550	53600	53900	54800	60550	52050	46900	
Supporting Data																				
Total Number	26	32	56	49	24	40	43	42	39	125	103	59	49	48	31	23	21	27	837	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

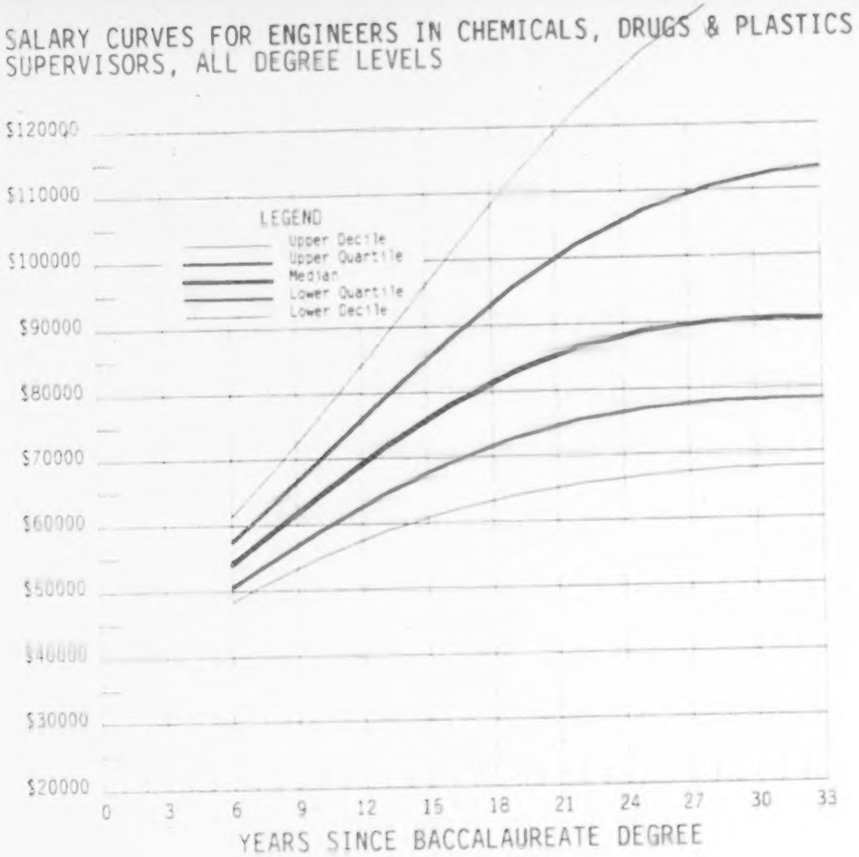
SALARY CURVES FOR ENGINEERS IN CHEMICALS, DRUGS & PLASTICS
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41500	43900	46400	49050	51800	54650	57550	60550	63650	69950	79500	88800	97200	104400	110050	114250	117100	120400	90700	2.2
Upper Quartile	39700	41900	44250	46600	49050	51550	54100	56700	59250	64400	71850	78450	83900	87950	90750	92450	93300	93600	75300	2.2
Median	38250	40200	42150	44150	46150	48200	50250	52300	54300	58250	63700	68400	72150	74850	76600	77650	78150	78250	62350	2.2
Lower Quartile	37050	38650	40300	41950	43550	45200	46800	48350	49900	52850	56850	60300	63100	65300	66850	67900	68500	69050	49650	3.8
Lower Decile	35850	37200	38500	39850	41150	42450	43750	45000	46250	48600	51800	54550	56800	58500	59750	60600	61100	61500	42100	3.8
Mean	38450	40400	42400	44400	46450	48500	50600	52700	54750	58900	64800	70150	74800	78550	81450	83450	84750	85900	65400	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	42800	43700	45900	48200	50750	54100	56000	59650	62900	71550	81350	90250	94700	100250	106100	116400	120950	122350	90700	
Upper Quartile	40750	42150	43800	45950	47950	50350	52250	56600	58600	65500	73450	78400	82900	87400	89000	91600	94500	94600	75300	
Median	39400	40150	42000	43650	45050	46900	48150	51350	53850	59550	64850	67850	71350	74650	76350	77500	78350	78300	62350	
Lower Quartile	38100	38600	39950	41650	42500	44050	44800	47450	48700	54250	57700	60450	62850	66300	66800	67550	67700	67100	49650	
Lower Decile	36600	37150	38500	39500	40650	41300	41900	44050	45050	49650	52500	55050	56650	59550	59350	60650	60450	59650	42100	
Mean	39600	40350	42050	43900	45500	47250	48750	51850	53950	60150	66050	70600	74300	78800	80100	83100	84950	84850	65400	
Supporting Data																				
Total Number	455	687	801	757	681	524	604	667	608	2953	2180	1625	1583	1519	1425	1255	850	1275	20449	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	17	41	51	81	69	113	372	
Less Than $22000	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0	0	0	0	4	

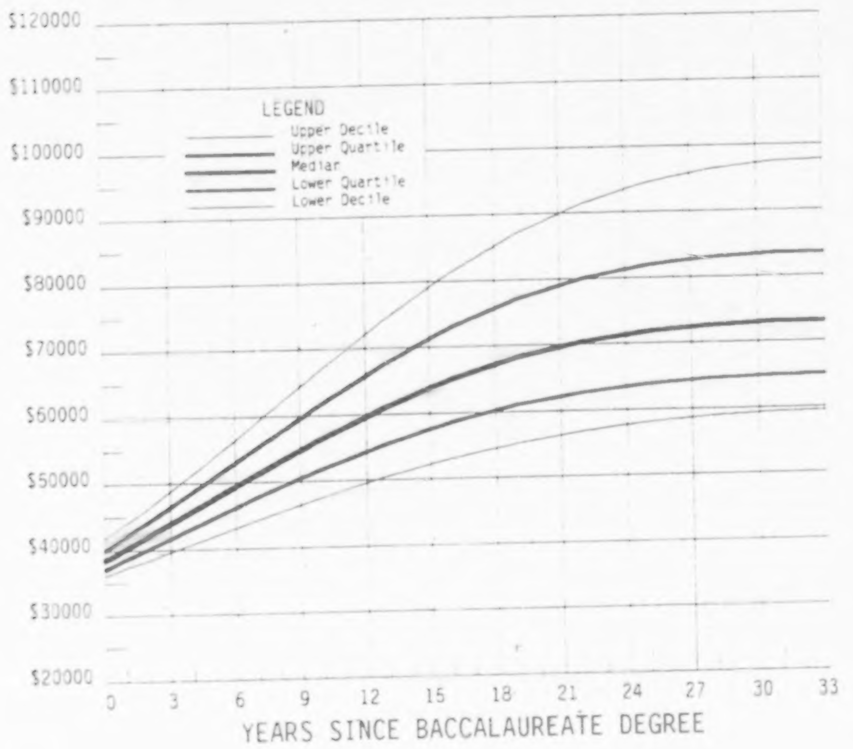
SALARY CURVES FOR ENGINEERS IN CHEMICALS, DRUGS & PLASTICS
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	61250	64750	68400	76050	88050	100250	111950	122450	131200	138050	143000	149250	115400	2.2
Upper Quartile	0	0	0	0	0	0	57350	60350	63400	69600	78950	87800	95650	102100	107050	110500	112700	114900	91700	2.2
Median	0	0	0	0	0	0	54000	56550	59150	64250	71500	77850	82900	86500	88850	90050	90500	90200	77950	2.2
Lower Quartile	0	0	0	0	0	0	50550	52650	54750	58800	64400	69100	72800	75400	77050	77900	78200	78000	65200	2.2
Lower Decile	0	0	0	0	0	0	48250	50050	51700	54800	58700	61750	64000	65600	66700	67400	67750	68050	55850	4.0
Mean	0	0	0	0	0	0	54200	56850	59500	64800	72600	79700	85750	90500	93900	96150	97450	98450	81800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	60200	63100	66350	78750	89250	99800	108950	119300	123150	144600	148650	153950	115400	
Upper Quartile	0	0	0	0	0	0	56900	58950	62150	71250	81300	89900	92150	97350	99350	113400	116800	122900	91700	
Median	0	0	0	0	0	0	52400	56250	58000	64500	73050	78050	82200	85450	86300	89900	92250	92100	77950	
Lower Quartile	0	0	0	0	0	0	49400	52400	54300	59500	65000	68300	72100	74950	76400	78750	78550	78450	65200	
Lower Decile	0	0	0	0	0	0	47200	47900	51300	55000	59250	61400	63300	68200	65700	68650	66850	66150	55850	
Mean	0	0	0	0	0	0	53200	55600	58500	65800	73700	79850	84250	89550	90600	97350	98950	100700	81800	
Supporting Data																				
Total Number	7	10	35	46	44	30	58	96	128	675	700	561	568	581	551	456	316	400	5262	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	17	39	49	75	60	95	335	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

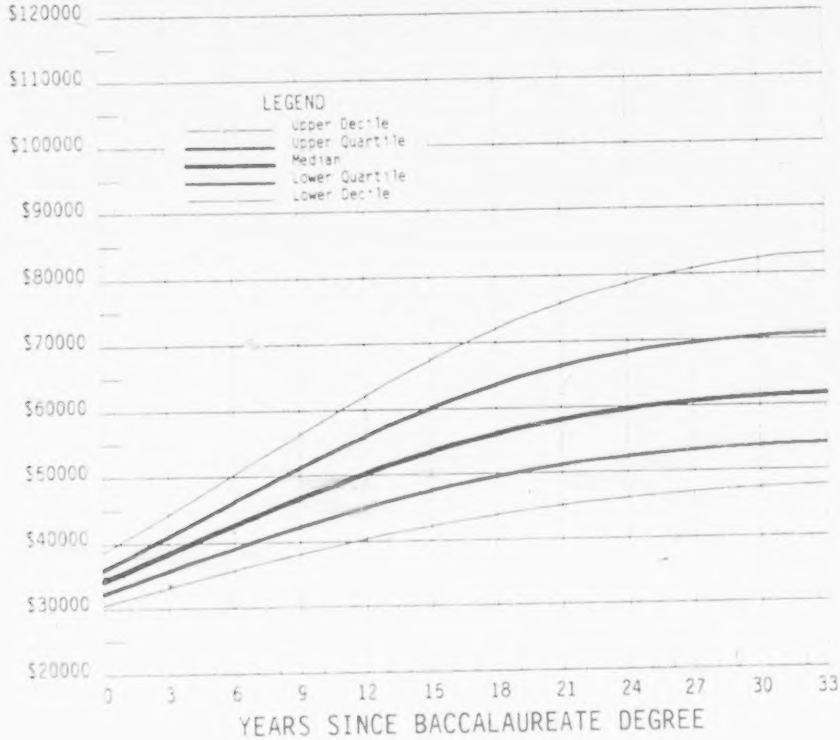
SALARY CURVES FOR ENGINEERS IN CHEMICALS, DRUGS & PLASTICS
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41700	43950	46300	48750	51250	53800	56400	59050	61700	65950	74500	81300	87000	91350	94450	96400	97450	98150	79650	2.2
Upper Quartile	40000	42050	44200	46350	48550	50750	53000	55200	57400	61750	67800	72950	77050	80000	81950	83000	83500	83500	68950	2.2
Median	38450	40250	42050	43850	45700	47550	49400	51200	53000	56450	61150	65100	68200	70400	71800	72600	73000	73000	58150	2.2
Lower Quartile	37050	38600	40100	41650	43200	44700	46200	47650	49100	51850	55550	58600	61000	62750	63900	64600	64950	65100	46500	2.2
Lower Decile	36050	37250	38400	39600	40750	41950	43100	44250	45350	47550	50500	53100	55200	56850	58050	58850	59350	59750	41150	3.8
Mean	38600	40400	42200	44050	45950	47800	49700	51550	53400	55950	61950	66300	69800	72450	74300	75500	76200	76750	59750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	42700	43700	45950	47900	50100	54050	55400	59300	61600	68950	75250	80350	84850	89900	92200	93750	98850	102450	79650	
Upper Quartile	40700	42100	43800	45850	47600	50000	51650	55750	57350	63550	68600	72150	74900	78350	80650	82200	84000	86200	68950	
Median	39400	40100	42000	43600	44850	46750	47700	50500	52500	58150	61750	64250	66750	70350	71700	72650	73000	73350	58150	
Lower Quartile	38100	38600	39950	41650	42350	43900	44550	47050	47700	53250	55650	58200	60650	63400	63900	64400	64950	64700	46500	
Lower Decile	36650	37150	38500	39450	40450	41250	41750	43600	44500	48550	50600	53750	54900	57300	57600	59500	59100	58300	41150	
Mean	39500	40300	42100	43750	45100	47100	48300	51200	52750	58500	62400	65700	68750	72150	73500	75000	76650	77600	59750	
Supporting Data																				
Total Number	448	677	766	711	637	494	546	571	480	2278	1480	1064	1015	938	874	799	534	875	15187	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	6	9	18	37	
Less Than $22000	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0	0	0	0	4	

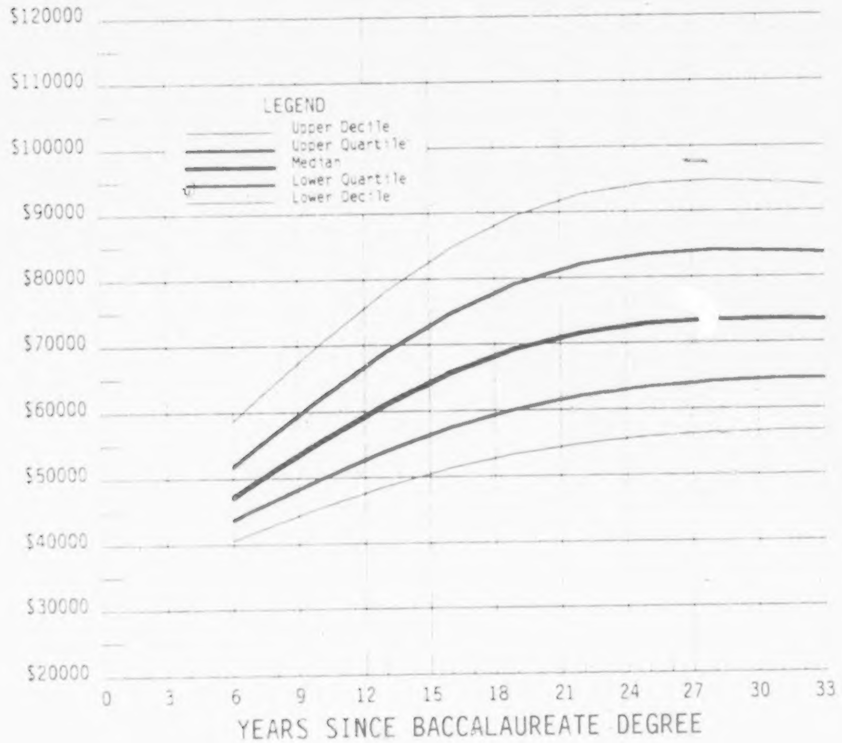
SALARY CURVES FOR ENGINEERS IN ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38600	40450	42350	44300	46250	48250	50250	52300	54300	58300	63950	69100	73450	76950	79550	81400	82600	83900	70350	2.2
Upper Quartile	35950	37600	39300	41000	42700	44400	46150	47850	49550	52850	57450	61400	64650	67100	68850	69950	70650	71200	59450	2.2
Median	34250	35600	37000	38450	39850	41250	42600	44000	45350	47900	51450	54450	56900	58750	60050	60950	61500	62000	49600	2.2
Lower Quartile	32350	33500	34650	35800	36900	38000	39100	40200	41250	43250	46000	48300	50200	51650	52700	53450	53950	54500	42600	2.2
Lower Decile	30500	31400	32300	33200	34050	34900	35750	36600	37400	38900	41000	42750	44250	45450	46350	47050	47550	48200	36900	2.2
Mean	34550	35950	37400	38800	40250	41650	43100	44500	45900	48550	52300	55550	58200	60300	61900	63000	63700	64500	52250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	45700	41000	41350	43650	45550	48000	49950	52000	54300	59050	64250	69300	74450	74650	80150	83300	80050	84750	70350	
Upper Quartile	35900	37000	38200	40650	42350	44700	46950	48850	50000	53450	57700	60650	63250	63850	67950	70850	70500	73350	59450	
Median	34000	34750	36050	38050	39350	41250	43500	45250	46450	48650	51100	52450	54950	57750	60000	61000	61950	63300	49600	
Lower Quartile	32500	32750	33800	35200	36400	38200	39550	40650	41850	44300	46450	46650	48300	50700	51850	52550	54950	55950	42600	
Lower Decile	30950	30850	32000	32750	33350	35000	36250	37000	37900	39350	41350	40850	43200	45650	46400	47050	48150	48400	36900	
Mean	35800	35650	36550	38500	39750	41650	43500	44900	46300	49200	52600	54300	57250	58850	62000	63500	63400	65550	52250	
Supporting Data																				
Total Number	192	341	381	594	662	875	1049	1087	994	2360	1787	1180	1085	1313	982	960	1056	1618	18512	
$125,000 or More	0	0	0	0	1	0	0	0	0	0	0	1	3	1	2	1	1	1	11	
Less Than $22000	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	2	

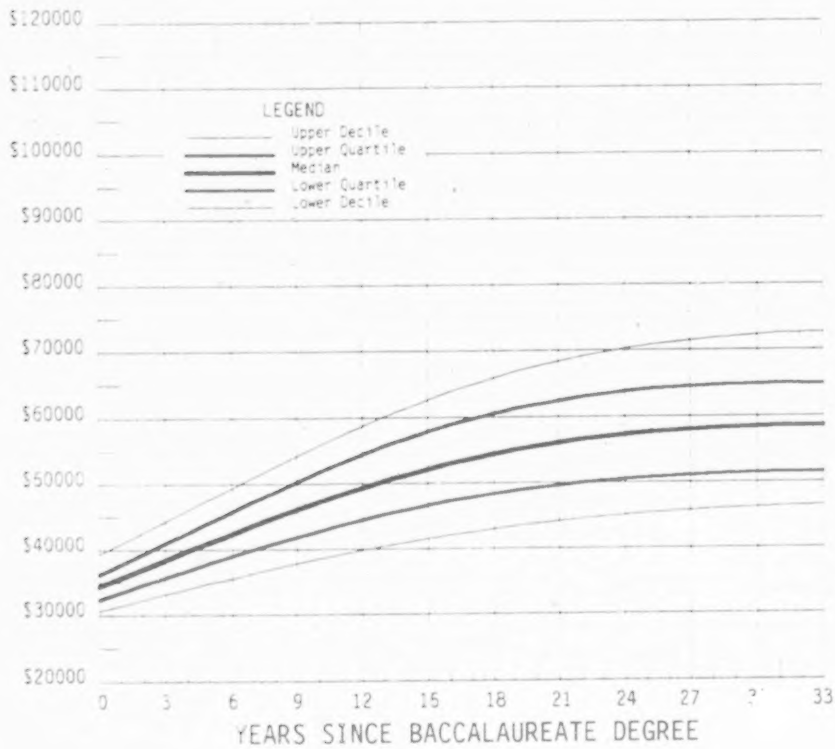
SALARY CURVES FOR ENGINEERS IN ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	58650	61550	64450	70200	78100	84700	89600	92750	94300	94700	94350	92650	89650	2.2
Upper Quartile	0	0	0	0	0	0	51800	54350	56900	61900	68900	74750	79200	82050	83550	84050	83900	82600	78250	2.2
Median	0	0	0	0	0	0	47200	49300	51400	55450	61050	65700	69250	71600	72950	73500	73550	72850	67750	2.2
Lower Quartile	0	0	0	0	0	0	43650	45250	46800	49850	54000	57450	60150	62100	63350	64100	64450	64500	57300	2.2
Lower Decile	0	0	0	0	0	0	40550	41800	43100	45450	48700	51300	53350	54800	55750	56300	56550	56650	50150	2.2
Mean	0	0	0	0	0	0	48800	50950	53050	57150	62800	67500	71000	73350	74700	75200	75250	74500	69200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	59600	63200	63850	72200	80450	81900	88500	88150	97650	96550	89400	95450	89650	
Upper Quartile	0	0	0	0	0	0	54750	54100	57900	63550	70700	72450	77000	80550	84600	83950	79900	85650	78250	
Median	0	0	0	0	0	0	49800	48650	50900	56600	62300	65000	67700	70100	73450	73250	71700	74600	67750	
Lower Quartile	0	0	0	0	0	0	45700	43450	46800	51350	55600	57450	58150	59350	63550	63600	64250	65900	57300	
Lower Decile	0	0	0	0	0	0	43500	41100	43000	46300	50200	50900	52250	53150	54700	55350	57350	57650	50150	
Mean	0	0	0	0	0	0	51700	50250	52850	58450	64200	66400	70150	70550	75350	75450	73200	76350	69200	
Supporting Data																				
Total Number	0	12	4	8	9	28	43	42	73	247	261	240	265	270	246	272	308	478	2806	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	3	1	2	1	1	1	11	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

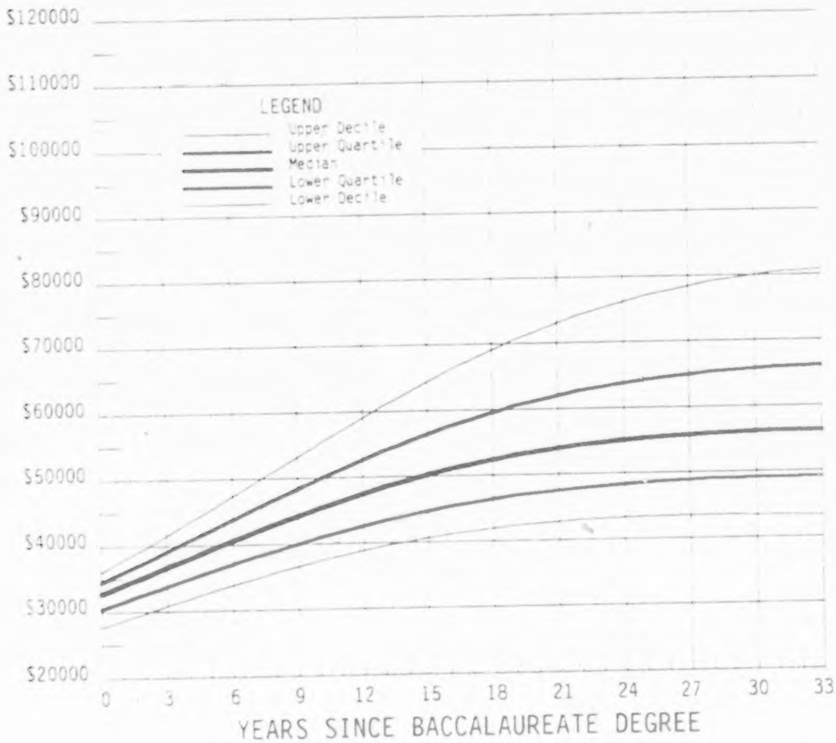
SALARY CURVES FOR ENGINEERS IN ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39250	40900	42600	44300	46000	47650	49350	51000	52650	55800	60150	63850	66850	69150	70750	71800	72450	73050	63250	2.2
Upper Quartile	36150	37750	39350	40950	42550	44150	45750	47300	48800	51750	55650	58850	61300	63000	64100	64700	64900	64850	55950	2.2
Median	34350	35700	37050	38400	39750	41050	42350	43650	44900	47250	50400	53050	55100	56550	57550	58200	58500	58750	48000	2.2
Lower Quartile	32350	33500	34600	35700	36800	37900	38950	39950	40950	42800	45300	47300	48850	50000	50750	51250	51500	51700	41350	2.2
Lower Decile	30600	31450	32300	33150	33950	34800	35550	36350	37100	38500	40400	42050	43400	44450	45250	45900	46300	46850	36250	2.2
Mean	34750	36100	37400	38700	40000	41300	42600	43850	45050	47350	50500	53150	55250	56800	57900	58650	59100	59500	49200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	45700	40600	41450	43550	45250	47000	49650	51750	53400	57050	60850	62850	64500	66200	69350	72900	72250	75450	63250	
Upper Quartile	35900	36800	38200	40600	42250	44[illegible]	46750	48700	49650	52350	55300	57350	58950	61300	62950	64550	64950	67450	55950	
Median	34000	34650	36000	38050	39300	41050	43250	45150	46100	48050	49850	50300	52150	56350	57700	58150	59150	60200	48000	
Lower Quartile	32500	32700	33750	35200	36350	38100	39350	40500	41500	43900	45550	45250	46900	49450	49850	50000	52200	53500	41350	
Lower Decile	30950	30800	31950	32750	33350	349[illegible]	36100	36850	37600	38950	40700	39850	41900	44900	45350	45650	47200	47150	36250	
Mean	35800	35250	36550	38400	39500	41250	43150	44700	45800	48150	50600	51250	53100	55800	57550	58800	59350	61000	49200	
Supporting Data																				
Total Number	192	329	377	586	653	847	1002	1045	921	2113	1526	940	820	1043	736	688	748	1140	15706	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	2	

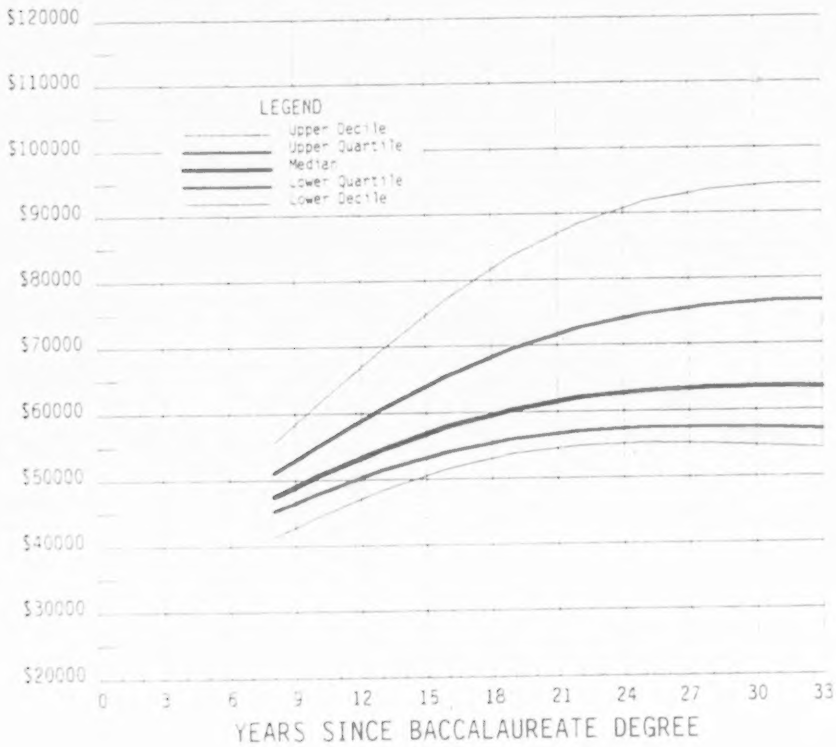
SALARY CURVES FOR ENGINEERS IN ELECTRICAL MACHINERY
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36000	37800	39600	41450	43400	45300	47300	49250	51250	55150	60850	66100	70550	74250	77050	79050	80400	81950	65950	2.2
Upper Quartile	34450	35950	37500	39100	40650	42200	43800	45350	46900	49850	54000	57550	60450	62700	64250	65300	65900	66500	55000	2.2
Median	32700	34000	35350	36650	37950	39300	40550	41800	43050	45350	48500	51050	53000	54450	55350	55900	56200	56300	46000	2.2
Lower Quartile	30400	31550	32650	33750	34850	35950	37000	38050	39000	40900	43350	45350	46850	47900	48600	49000	49150	49200	38500	2.2
Lower Decile	27650	28700	29750	30800	31800	32850	33800	34750	35650	37350	39500	41100	42250	42950	43300	43400	43350	43000	34250	2.2
Mean	32300	33650	35100	36500	37950	39350	40800	42200	43600	46250	49950	53100	55600	57550	58850	59750	60250	60650	48900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36750	38550	40650	40500	42400	43550	51750	47400	50050	54300	59900	68950	75350	71100	77000	79100	78450	81650	65950	
Upper Quartile	35150	36300	38050	38450	39800	40400	44650	44100	46850	51300	54750	56800	61450	63800	59950	62700	69300	67200	55000	
Median	33450	34200	35800	36250	37550	37400	39750	41250	44050	46550	48700	49600	54600	55550	53550	54700	56000	56850	46000	
Lower Quartile	32000	32050	30200	33550	36050	34850	36750	37750	39650	42100	43750	43450	46850	50200	47950	46650	49100	50200	38500	
Lower Decile	27200	29450	27650	32350	33150	30650	35000	34150	35900	38550	40350	39000	41300	43450	44400	40900	44050	44250	34250	
Mean	33000	34200	34950	36300	37750	37800	41400	41250	43300	46650	49950	52650	57400	58250	58750	59700	58700	60450	48900	
Supporting Data																				
Total Number	22	39	46	45	49	36	46	51	46	108	81	75	80	63	49	65	47	91	1036	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	1	2	1	0	0	5	
Less Than $22[illegible]	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

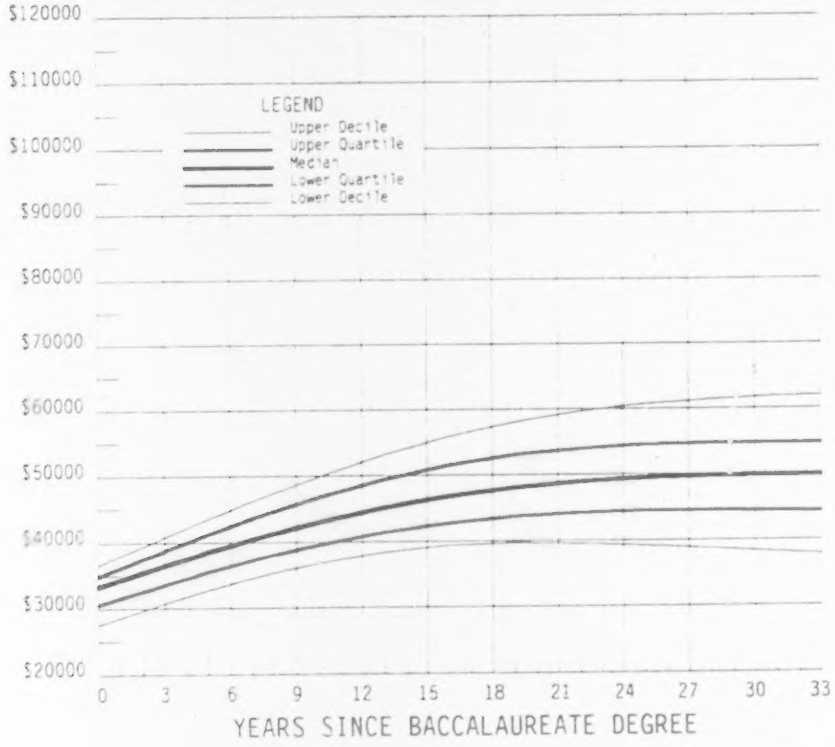
SALARY CURVES FOR ENGINEERS IN ELECTRICAL MACHINERY
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY: SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	55550	61250	69600	77250	83650	88500	91750	93600	94400	94350	82900	2.2
Upper Quartile	0	0	0	0	0	0	0	0	51000	55000	60650	65600	69600	72650	74650	75900	76550	76800	69300	2.2
Median	0	0	0	0	0	0	0	0	47450	50500	54550	57900	60350	62050	63000	63450	63500	63150	58200	2.2
Lower Quartile	0	0	0	0	0	0	0	0	45200	47900	51400	54100	55950	57050	57500	57500	57250	56400	53450	2.2
Lower Decile	0	0	0	0	0	0	0	0	41250	44350	48400	51550	53700	54800	55150	55000	54500	53200	49300	2.2
Mean	0	0	0	0	0	0	0	0	48400	52250	57650	62200	65750	68200	69700	70400	70600	70200	63650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	55150	58650	71250	78950	81400	82350	119550	109600	83050	89900	82900	
Upper Quartile	0	0	0	0	0	0	0	0	50450	54350	65000	67800	68250	68850	73800	74950	75900	79450	69300	
Median	0	0	0	0	0	0	0	0	48350	51700	57050	59000	58300	60900	58900	59800	69300	65150	58200	
Lower Quartile	0	0	0	0	0	0	0	0	46200	49450	53900	54900	53600	56100	55000	55500	57600	59100	53450	
Lower Decile	0	0	0	0	0	0	0	0	44300	45200	50100	53150	50850	53900	53550	53450	53550	56050	49300	
Mean	0	0	0	0	0	0	0	0	48650	51800	58850	65100	64050	65400	72700	71300	68450	71200	63650	
Supporting Data																				
Total Number	0	1	0	1	2	4	5	6	11	29	26	29	46	34	19	32	22	42	307	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	1	2	1	0	0	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

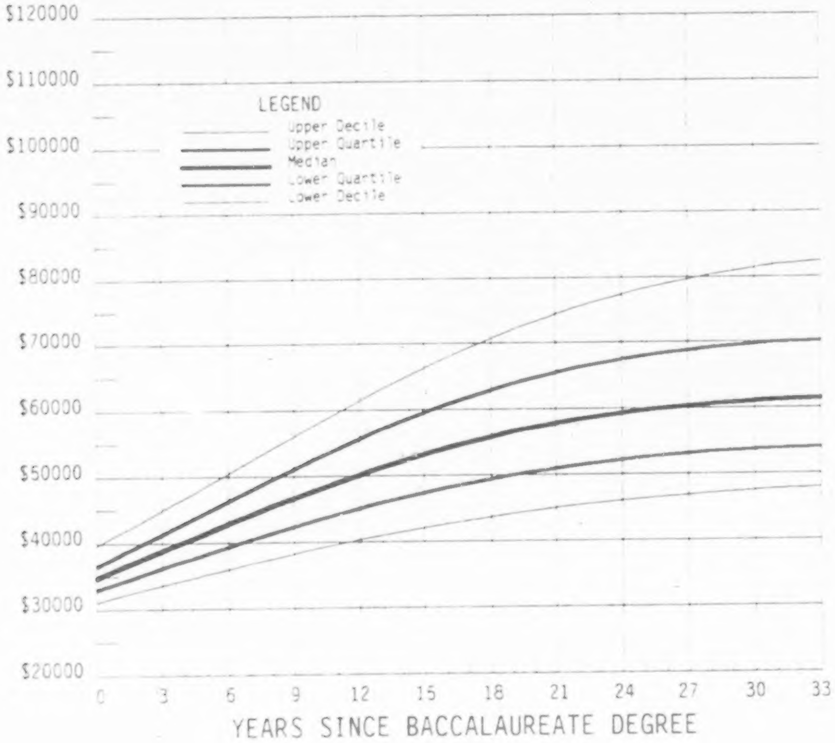
SALARY CURVES FOR ENGINEERS IN ELECTRICAL MACHINERY
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36600	38000	39350	40750	42150	43500	44850	46150	47400	49850	53100	55850	58000	59600	60700	61400	61800	62150	53800	2.2
Upper Quartile	34900	36150	37450	38750	40000	41200	42400	43600	44700	46750	49400	51500	53000	53950	54500	54700	54750	54500	47650	2.2
Median	33300	34350	35400	36450	37500	38500	39450	40400	41300	42950	45100	46800	48050	48900	49450	49750	49850	49850	41550	2.2
Lower Quartile	30650	31600	32600	33600	34550	35500	36400	37250	38050	39550	41400	42750	43700	44200	44450	44500	44400	44050	36650	2.2
Lower Decile	27500	28600	29650	30700	31750	32750	33650	34550	35350	36750	38350	39300	39650	39550	39200	38700	38150	37050	33000	2.2
Mean	32850	34000	35150	36300	37400	38450	39500	40550	41500	43300	45600	47400	48650	49500	49950	50150	50200	50000	42700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36750	37850	40650	40300	41150	42200	46050	46500	46950	52100	52050	51800	59950	61700	61500	59000	62400	62850	53800	
Upper Quartile	35150	36000	38050	38250	39550	39550	42750	43900	45350	48850	49300	48600	52950	54200	53500	53750	55750	55450	47650	
Median	33450	34100	35800	36200	37450	36950	39000	40800	42150	44550	46000	44950	46450	49400	48800	46850	49700	52200	41550	
Lower Quartile	32000	31950	30200	33500	35950	34550	36450	37600	38850	41050	42150	40300	41600	43950	45950	42350	45150	45300	36650	
Lower Decile	27200	29400	27650	32350	33100	30500	34900	34400	33750	38000	38450	38050	37750	41850	41800	38800	33300	38650	33000	
Mean	33000	34000	34950	36200	37500	36950	40000	40950	41600	44750	45700	45000	48300	50050	50000	48650	50200	51150	42700	
Supporting Data																				
Total Number	22	38	46	44	48	32	41	45	35	79	55	46	34	29	30	33	25	48	729	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

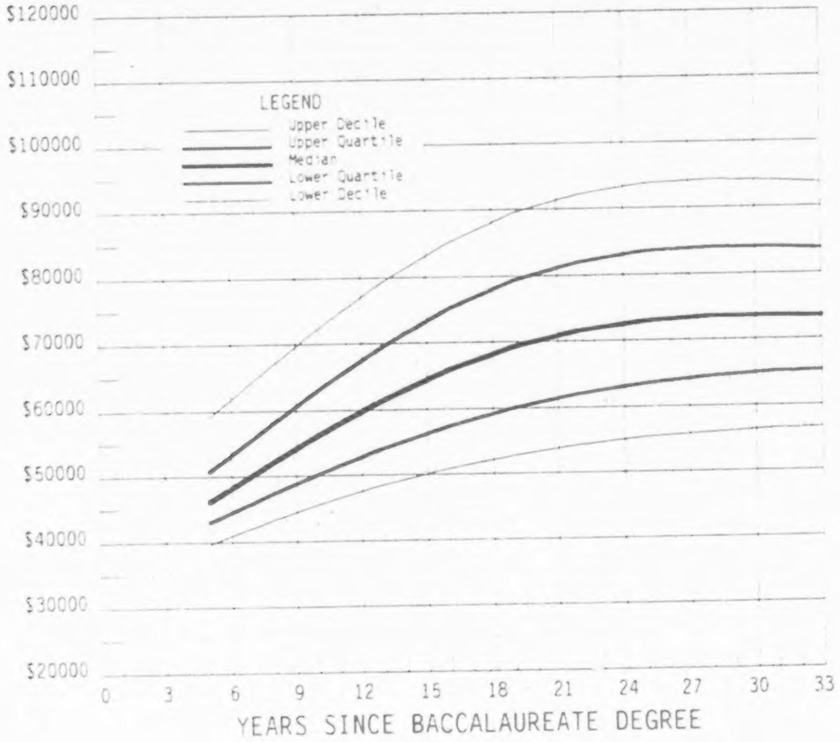
SALARY CURVES FOR ENGINEERS IN ELECTRONIC EQUIPMENT
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39600	41350	43100	44900	46750	48600	50450	52300	54150	57800	63050	67850	72050	75500	78250	80350	81850	83800	69350	2.2
Upper Quartile	36500	38050	39700	41300	42950	44600	46250	47900	49500	52650	57000	60750	63850	66250	68000	69150	69900	70600	59100	2.2
Median	34750	36100	37450	38800	40150	41500	42850	44150	45450	47900	51250	54150	56550	58350	59700	60600	61200	61850	49550	2.2
Lower Quartile	32900	34000	35100	36200	37250	38300	39350	40400	41400	43300	45950	48150	50000	51450	52550	53350	53850	54500	42950	2.2
Lower Decile	31100	31950	32750	33600-	34400	35200	36000	36750	37500	38950	40900	42650	44100	45350	46300	47100	47650	48450	37350	2.2
Mean	35200	36550	37900	39250	40600	41950	43250	44600	45900	48400	51900	55000	57600	59700	61300	62500	63300	64350	52150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	42050	42200	43950	46150	48100	49850	52000	54450	58850	63500	67800	72050	72950	79150	82450	80200	84350	69350	
Upper Quartile	0	37200	38550	40900	42700	44850	47000	48950	50150	53350	57200	60050	62050	63100	66350	69800	70050	73100	59100	
Median	0	34900	36400	38550	39750	41450	43700	45550	46600	48600	50950	52150	54200	57450	59450	60700	61600	63350	49550	
Lower Quartile	0	33000	34400	35800	36700	38450	39700	40800	42000	44300	46550	46600	48050	50400	51500	52250	54850	56100	42950	
Lower Decile	0	31150	32650	32950	33800	35350	36400	37250	37900	39300	41300	40800	43100	45650	46250	47200	48200	48600	37350	
Mean	0	36000	37100	38950	40000	41850	43550	45050	46400	49150	52300	53750	56100	58250	61150	63000	63200	65500	52150	
Supporting Data																				
Total Number	154	269	294	505	550	794	945	988	903	2119	1591	1029	925	1178	841	822	945	1446	16298	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	3	
Less Than $22000	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	2	

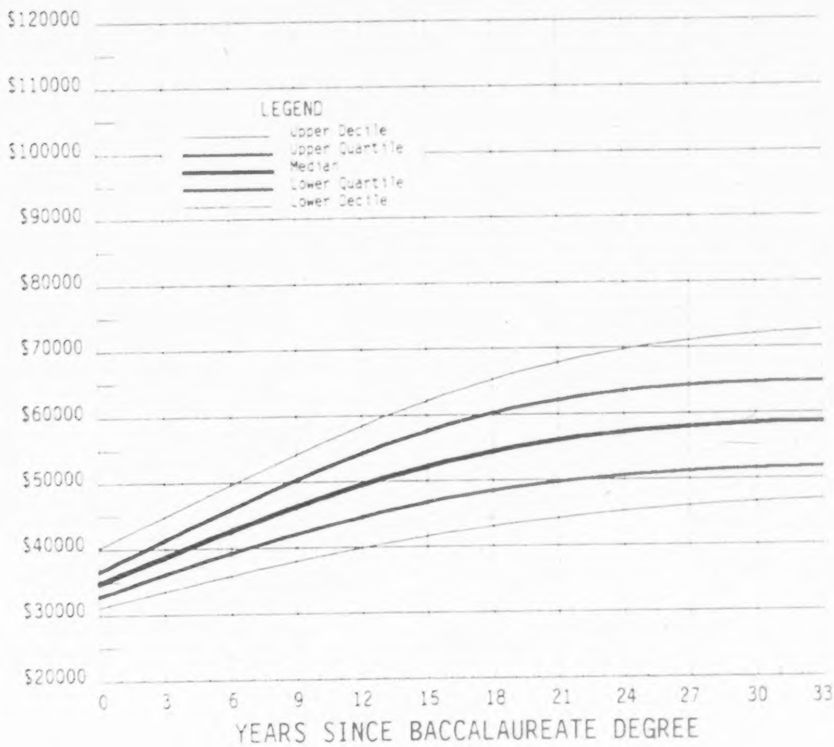
SALARY CURVES FOR ENGINEERS IN ELECTRONIC EQUIPMENT
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	58950	61700	64400	67050	72250	79350	85150	89450	92250	93700	94150	94000	92750	89900	2.2
Upper Quartile	0	0	0	0	0	50750	53200	55700	58150	62950	69600	75150	79300	82000	83500	84000	83950	82850	78500	2.2
Median	0	0	0	0	0	46100	48150	50150	52200	56100	61450	65900	69300	71600	72950	73550	73600	73050	68100	2.2
Lower Quartile	0	0	0	0	0	42950	44450	45950	47400	50200	54050	57400	60050	62100	63550	64500	65100	65650	57700	2.2
Lower Decile	0	0	0	0	0	39600	40900	42100	43300	45550	48450	50900	52800	54250	55300	56000	56450	56850	49850	3.4
Mean	0	0	0	0	0	48100	50100	52100	54050	57850	63050	67350	70700	72950	74350	75050	75250	74950	69250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	71750	64800	65600	58150	71600	82600	81350	87500	89300	98100	95100	89900	95000	89900	
Upper Quartile	0	0	0	0	0	62000	55150	54000	59550	63950	71750	72250	75550	80750	86000	84150	80550	85300	78500	
Median	0	0	0	0	0	52500	50000	48900	51850	57150	62300	65050	67400	70400	73250	73750	71850	74600	68100	
Lower Quartile	0	0	0	0	0	48500	45700	44750	46900	51650	55050	57500	58550	58950	63300	64400	64400	67250	57700	
Lower Decile	0	0	0	0	0	43200	43700	41150	42750	45900	49700	49550	52200	51300	53000	56300	58000	58400	49850	
Mean	0	0	0	0	0	56050	52300	51050	53750	58850	64450	65700	69400	70400	75100	75650	73600	76500	69250	
Supporting Data																				
Total Number	0	11	4	7	5	22	28	32	59	197	203	181	180	199	180	199	255	400	2162	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

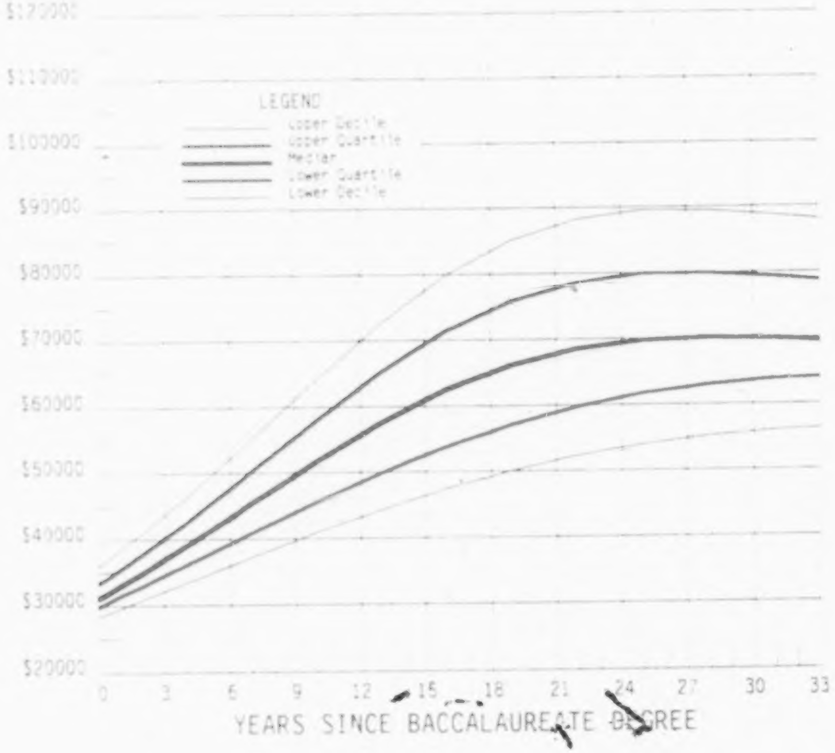
SALARY CURVES FOR ENGINEERS IN ELECTRONIC EQUIPMENT
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40100	41700	43300	44850	46450	48050	49650	51200	52700	55700	59750	63300	66250	68550	70250	71450	72250	73150	63150	2.2
Upper Quartile	36600	38150	39700	41300	42850	44400	45950	47450	48950	51750	55500	58650	61050	62750	63850	64500	64800	64850	56150	2.2
Median	34800	36150	37450	38750	40050	41350	42650	43900	45100	47400	50500	53050	55050	56550	57550	58200	58600	58850	48250	2.2
Lower Quartile	32850	33950	35050	36100	37200	38250	39250	40250	41200	43000	45400	47400	48950	50100	50850	51400	51700	52000	41850	2.2
Lower Decile	31150	31950	32750	33550	34300	35050	35800	36550	37250	38600	40450	42050	43450	44550	45450	46150	46650	47400	36750	2.2
Mean	35350	36600	37850	39100	40350	41600	42800	44000	45150	47400	50400	52[illegible]50	55050	56650	57850	58650	59200	59800	49500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	47500	41050	42300	43800	46050	47200	49600	51800	53500	57050	60550	62650	63900	65850	68000	72500	71850	75900	63150	
Upper Quartile	37000	37050	38550	40900	42600	44550	46850	48850	49800	52350	55250	57300	58650	61100	62600	64300	64700	67600	56150	
Median	34250	34850	36350	38550	39700	41250	43500	45450	46350	48100	49950	50450	52100	56400	57650	58350	59050	60300	48250	
Lower Quartile	32800	32900	34400	35850	36700	38350	39600	40700	41700	44000	45750	45450	47100	49500	49950	50250	52200	53800	41850	
Lower Decile	31800	31050	32650	32900	33750	35200	36300	37100	37650	38950	40750	40000	42100	45100	45450	46100	47350	47600	36750	
Mean	36500	35550	37100	38850	39950	41400	43250	44850	45900	48150	50550	51250	52900	55750	57350	58950	59350	61300	49500	
Supporting Data																				
Total Number	154	258	290	498	545	772	917	956	844	1922	1388	848	745	979	661	623	690	1046	14136	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	2	

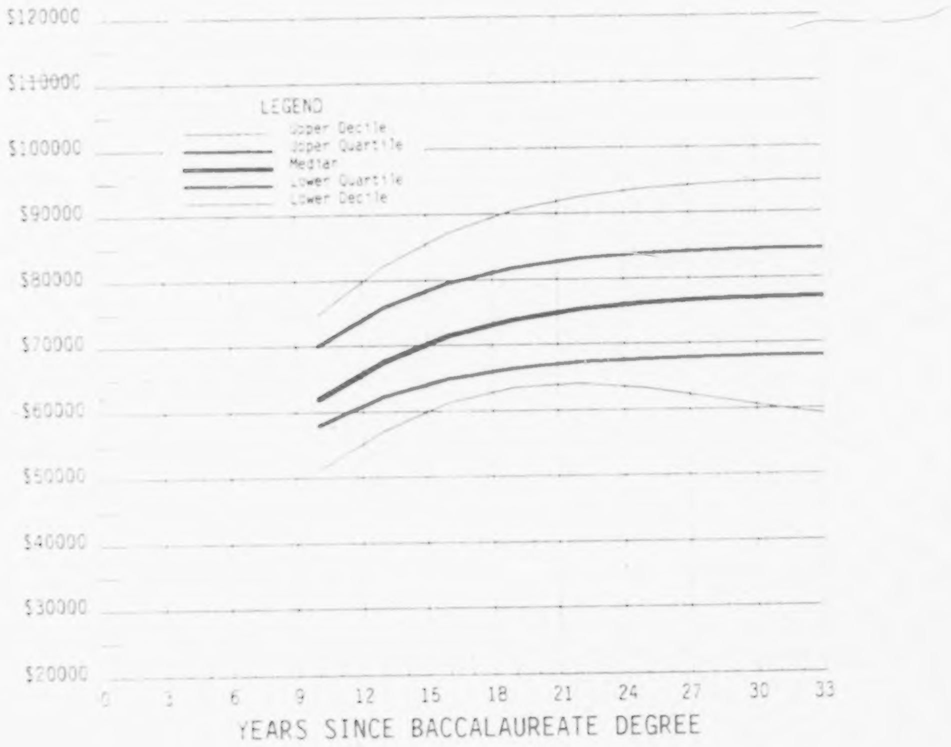
SALARY CURVES FOR ENGINEERS IN COMPUTERS
ALL ENGINEERS, ALL DEGREE LEVELS



1990 ENGINEERING SALARY STATISTICS: COMPUTERS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35000	38400	40950	43600	46350	49200	52150	55150	58150	64150	72700	79850	85100	88250	89550	89500	88700	86050	79450	2.2
Upper Quartile	33250	35400	37700	40050	42450	45000	47550	50150	52750	57950	65250	71400	75900	78650	79850	79900	79300	77250	68600	2.2
Median	31100	32950	34900	36900	38950	41050	43200	45350	47450	51700	57550	62500	66200	68550	69750	70100	69900	68750	55150	2.2
Lower Quartile	29850	31400	32950	34500	36100	37650	39250	40850	42450	45550	49950	53850	57150	59750	61700	63000	63750	64400	42750	3.8
Lower Decile	28350	29600	30850	32100	33400	34650	35950	37200	38450	40900	44350	47450	50100	52300	53950	55200	56000	56750	35600	3.4
Mean	32100	33950	35900	37900	39950	42050	44150	46300	48450	52650	58500	63450	67250	69800	71200	71750	71750	70850	56950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37400	41600	39700	40700	43600	47100	55200	54500	58600	64750	77700	78050	88650	83900	86150	87550	80900	93800	79450	
Upper Quartile	35250	36900	36500	37450	40850	44450	49600	50450	50850	58150	66700	70550	80550	78400	78350	79600	76050	78150	68600	
Median	32300	34200	33550	35600	38150	41800	43500	45050	47100	51500	58350	61200	68600	68250	70950	71000	68500	67550	55150	
Lower Quartile	30300	32200	32200	34200	34500	37750	40200	41600	42850	46600	48150	52750	59550	60950	63800	63400	63100	61200	42750	
Lower Decile	29650	30450	30700	32000	31000	35100	35900	38500	39550	42250	42550	47100	50300	51750	56900	53900	57950	54650	35600	
Mean	33100	35100	34750	35850	39950	42350	45050	45900	47950	52750	58900	62700	70100	68500	71550	71350	69700	71500	56950	
Supporting Data																				
Total Number	10	33	41	42	59	46	53	48	42	149	125	81	82	73	86	64	58	81	1178	
$125,000 or More	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

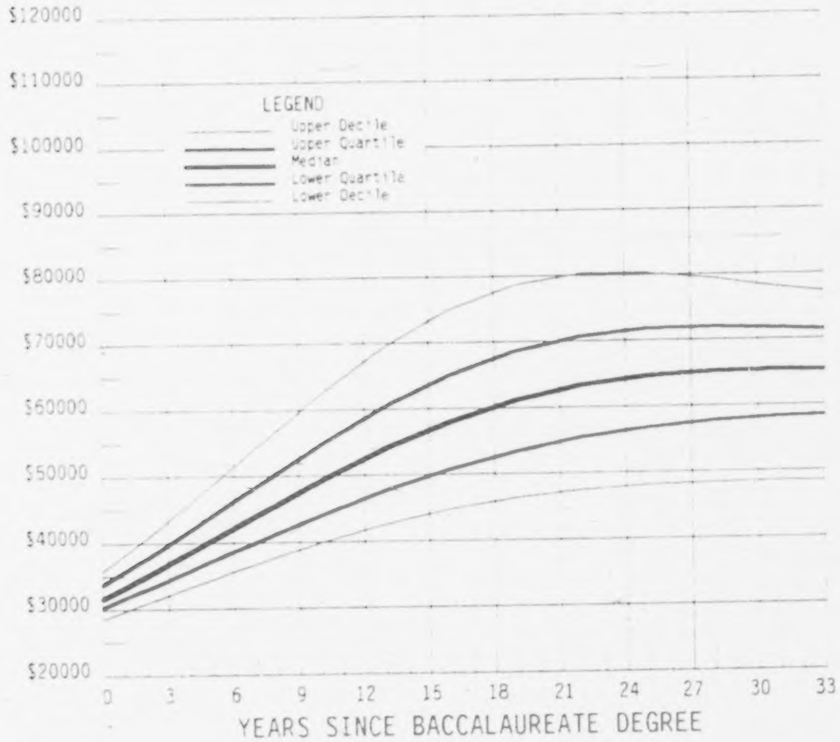
SALARY CURVES FOR ENGINEERS IN COMPUTERS
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: COMPUTERS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	74700	82100	87200	90500	92500	93700	94350	94700	94900	90800	4.4
Upper Quartile	0	0	0	0	0	0	0	0	0	70000	75800	79550	81800	83150	83850	84200	84400	84450	81250	5.2
Median	0	0	0	0	0	0	0	0	0	61950	67550	71400	73850	75350	76250	76750	76950	77100	72750	4.6
Lower Quartile	0	0	0	0	0	0	0	0	0	57900	62250	64900	66450	67300	67700	67950	68050	68150	64150	4.6
Lower Decile	0	0	0	0	0	0	0	0	0	51050	57000	61250	63550	64050	63250	61750	60050	56650	55650	2.2
Mean	0	0	0	0	0	0	0	0	0	64050	69450	73050	75250	76600	77350	77700	77900	78000	73850	4.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	78750	77100	91550	92550	85050	94550	92000	87300	109550	90800	
Upper Quartile	0	0	0	0	0	0	0	0	0	74350	71800	76050	86950	82350	81250	84150	79300	92650	81250	
Median	0	0	0	0	0	0	0	0	0	62750	65800	69350	78850	77200	75750	75650	72600	78600	72750	
Lower Quartile	0	0	0	0	0	0	0	0	0	57200	61600	63000	71800	68050	69900	68350	66850	63450	64150	
Lower Decile	0	0	0	0	0	0	0	0	0	50500	58250	56400	66000	64700	64100	62350	61100	55100	55650	
Mean	0	0	0	0	0	0	0	0	0	64400	68050	71550	81500	75350	77250	76600	73500	80600	73850	
Supporting Data																				
Total Number	0	0	0	0	3	2	9	4	2	24	34	30	38	37	43	35	28	36	324	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

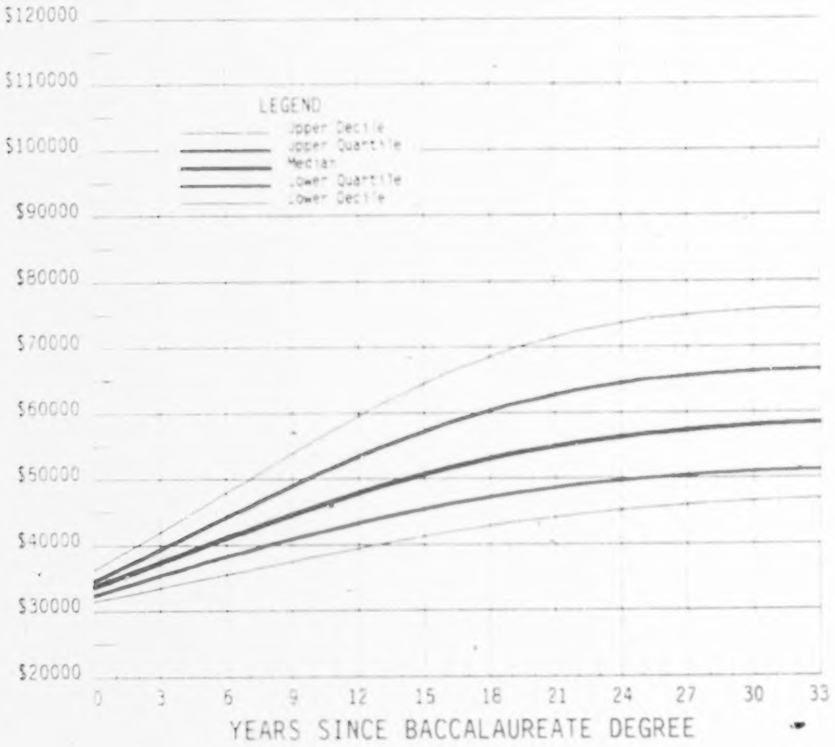
SALARY CURVES FOR ENGINEERS IN COMPUTERS
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: COMPUTERS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35800	38200	40650	43250	45900	48600	51350	54150	56900	62250	69500	75050	78600	80200	80250	79350	77950	74800	69800	2.2
Upper Quartile	33700	35650	37650	39700	41850	44000	46150	48300	50450	54650	60400	65150	68600	70750	71800	72000	71700	70450	60250	2.2
Median	31600	33300	35000	36750	38550	40300	42100	43950	45700	49200	54000	58000	61150	63300	64600	65200	65400	65000	48100	2.2
Lower Quartile	30300	31650	33050	34400	35800	37200	38600	39950	41350	44000	47650	50800	53400	55400	56800	57750	58300	58800	39600	2.2
Lower Decile	28500	29700	30900	32050	33250	34400	35600	36700	37800	39850	42550	44750	46350	47400	48050	48350	48450	48250	34250	2.2
Mean	32150	33850	35600	37400	39250	41050	42900	44750	46550	50100	54850	58800	61700	63600	64650	65000	65000	64250	50550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37400	41600	39700	40700	43150	47300	53550	53500	59250	60700	77850	72900	78750	73950	80400	79200	77150	75350	69800	
Upper Quartile	35250	36900	36500	37450	40500	44000	48450	49300	49900	55250	61750	64500	66600	68200	71600	72750	72000	71150	60250	
Median	32300	34200	33550	35600	37900	41600	42600	44750	46700	49850	52750	57400	60500	62000	65900	65800	65450	65150	48100	
Lower Quartile	30300	32200	32200	34200	34300	37600	39500	41350	42600	45700	45700	49650	51600	52850	58650	55400	61400	60000	39600	
Lower Decile	28650	30450	30700	32000	30900	35000	35200	38350	39400	41400	41100	44450	43800	46000	46750	51000	55600	46350	34250	
Mean	33100	35100	34750	35850	37400	42250	43850	45250	47750	50500	55450	57450	60450	61450	65900	65100	66150	64150	50550	
Supporting Data																				
Total Number	16	33	41	42	56	44	44	44	40	125	90	51	44	36	43	29	30	45	854	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

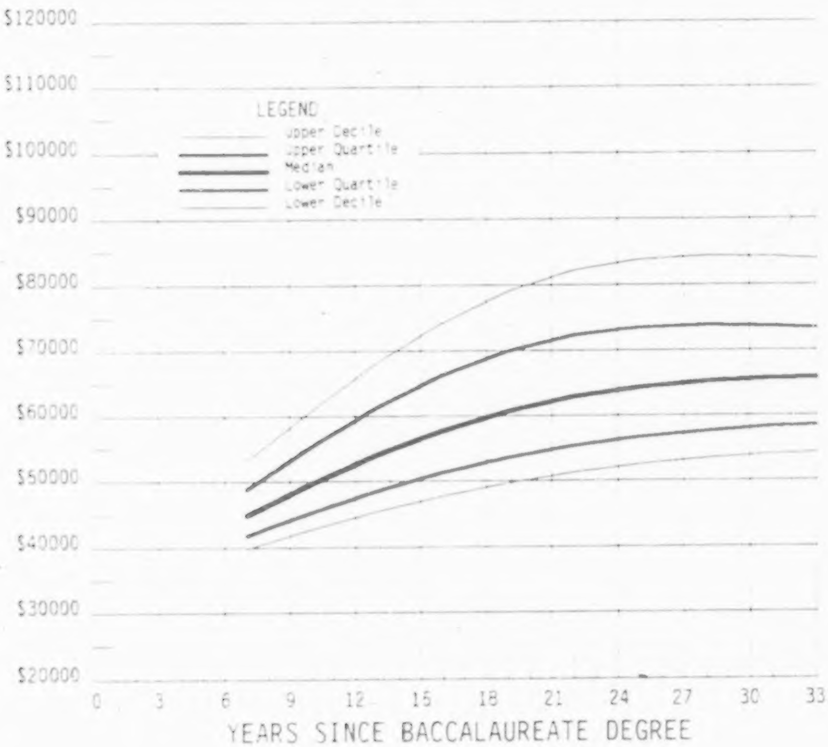
SALARY CURVES FOR ENGINEERS IN FABRICATED METAL PRODUCTS
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36250	38150	40050	41950	43950	45950	47950	49950	51950	55850	61300	66000	69700	72400	74200	75200	75700	75750	63400	2.2
Upper Quartile	34550	36150	37750	39350	40950	42600	44200	45800	47400	50500	54700	58350	61250	63400	64900	65850	66400	66750	53600	2.2
Median	33700	34900	36150	37400	38650	39900	41100	42300	43500	45750	48850	51500	53700	55400	56700	57600	58200	58900	45750	2.2
Lower Quartile	32400	33400	34400	35400	36350	37350	38250	39200	40100	41750	44050	46050	47700	49000	49950	50650	51100	51550	38750	3.4
Lower Decile	31500	32150	32800	33450	34150	34800	35500	36150	36850	38150	40050	41800	43300	44500	45500	46200	46650	47100	34800	3.4
Mean	33800	35150	36450	37800	39150	40450	41750	43000	44250	46600	49900	52700	55100	57000	58500	59550	60300	61050	47700	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38250	37850	39750	41800	42950	53600	48000	49350	52000	54850	62150	63800	70850	68600	80600	74300	75500	76400	63400	
Upper Quartile	34650	35800	37700	39950	40400	46200	43900	46050	47900	50150	54000	56950	62950	61250	66000	65900	70050	65200	53600	
Median	33400	34500	36550	37950	38500	41200	40450	41350	44150	45850	49050	50500	53400	54750	56550	57550	62400	57100	45750	
Lower Quartile	32650	32900	34900	36000	35500	37100	37600	38400	39400	42250	44650	45900	47700	48750	50550	51200	53200	48400	38750	
Lower Decile	32200	31600	33100	33650	33550	33850	34700	35750	36250	38850	40650	41850	42900	44100	46200	47350	47650	44400	34800	
Mean	34500	35000	36650	38150	38400	42250	40900	42250	44150	46550	50250	52200	56050	55750	60150	59550	62300	58450	47700	
Supporting Data																				
Total Number	86	112	157	153	99	92	111	120	133	351	294	185	191	144	104	101	103	107	2643	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

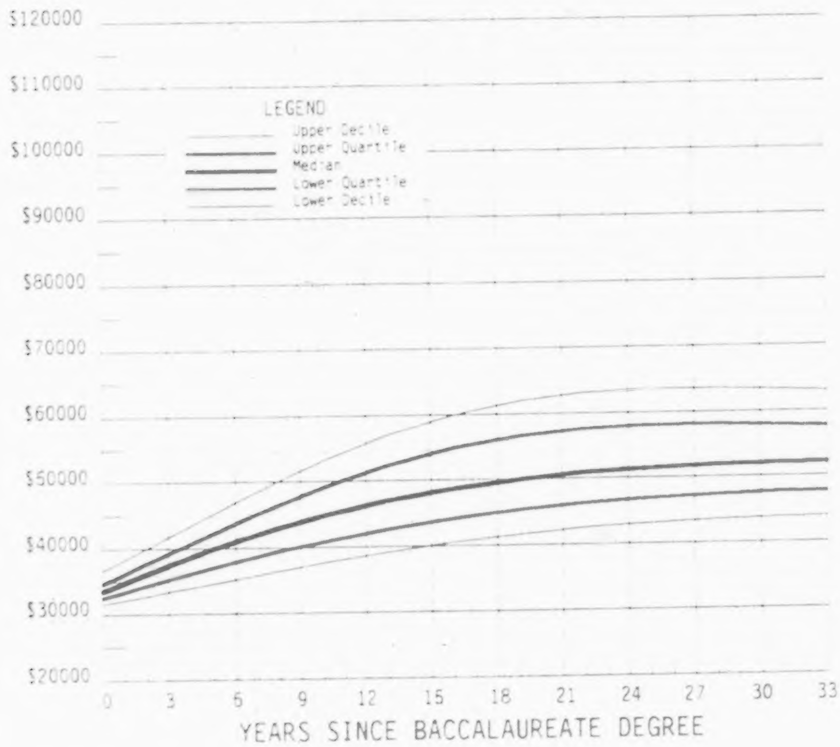
SALARY CURVES FOR ENGINEERS IN FABRICATED METAL PRODUCTS SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS FABRICATED METAL PRODUCTS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	53100	55700	60850	68100	74300	79000	82150	83800	84350	84200	82900	75900	2.2
Upper Quartile	0	0	0	0	0	0	0	48750	51000	55300	61300	66250	69950	72300	73500	73850	73650	72450	67000	2.2
Median	0	0	0	0	0	0	0	44850	46450	49650	54000	57750	60700	62850	64350	65200	65650	65850	56950	2.2
Lower Quartile	0	0	0	0	0	0	0	41750	42950	45300	48500	51300	53550	55350	56650	57600	58250	58950	49600	2.2
Lower Decile	0	0	0	0	0	0	0	39750	40750	42700	45350	47700	49650	51250	52450	53350	54000	54850	44000	2.2
Mean	0	0	0	0	0	0	0	45750	47500	50900	55550	59500	62650	64900	66350	67200	67600	67650	59000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	51200	54650	61850	70400	76800	75750	76400	87150	84000	82650	87000	75900	
Upper Quartile	0	0	0	0	0	0	0	48000	49900	55100	63200	66000	69800	67850	79250	72000	74000	72650	67000	
Median	0	0	0	0	0	0	0	44750	46550	50100	54250	56000	62200	59500	67000	62650	68750	65200	56950	
Lower Quartile	0	0	0	0	0	0	0	41000	44400	45450	49400	50000	53650	53750	55800	55250	62200	59000	49600	
Lower Decile	0	0	0	0	0	0	0	39200	40850	42400	46400	47700	50100	49800	51350	51600	55400	56000	44000	
Mean	0	0	0	0	0	0	0	44950	47150	50850	56650	58750	63300	61700	68700	65700	69050	67550	59000	
Supporting Data																				
Total Number	5	3	5	12	4	9	9	16	29	83	88	56	84	57	47	48	54	50	659	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

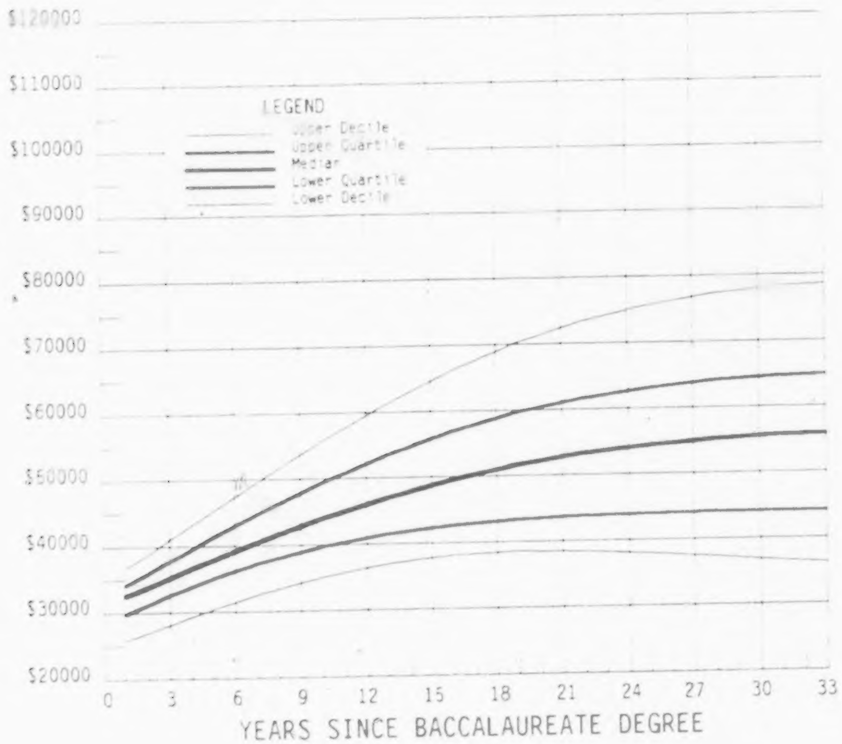
SALARY CURVES FOR ENGINEERS IN FABRICATED METAL PRODUCTS
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36550	38250	40000	41700	43450	45150	46850	48500	50100	53100	56950	59900	61950	63050	63550	63500	63250	62300	55450	2.2
Upper Quartile	34650	36150	37700	39200	40700	42200	43650	45100	46450	49050	52300	54850	56550	57550	58000	58050	57850	57150	49200	2.2
Median	33450	34800	36150	37400	38650	39850	40950	42000	43000	44800	47000	48700	49950	50850	51450	51850	52050	52250	42700	3.8
Lower Quartile	32450	33400	34350	35250	36150	37000	37850	38650	39400	40800	42650	44150	45350	46250	46900	47350	47650	47900	37350	3.6
Lower Decile	31500	32100	32700	33350	33950	34550	35150	35800	36400	37550	39100	40500	41600	42500	43100	43550	43800	44000	34100	3.8
Mean	33750	35100	36400	37700	38950	40100	41250	42300	43300	45150	47500	49300	50650	51650	52350	52800	53100	53350	43950	3.6
Raw (Unsmootred) Statistics																				
Upper Decile	37550	37850	39550	41850	42650	51050	47750	49050	51100	52550	55150	58950	61950	62350	62750	66700	67300	61050	55450	
Upper Quartile	34500	35700	37650	40000	40300	44750	43500	45650	47000	48750	51350	54550	55100	57200	59750	59450	61850	55250	49200	
Median	33350	34450	36550	38050	38350	40550	40250	40800	42750	44900	47500	48750	49200	51650	52050	52850	54050	48950	42700	
Lower Quartile	32650	32850	34900	35900	35400	36600	37200	38000	38600	41650	43000	43900	44700	46600	48150	48400	48300	45200	37350	
Lower Decile	32200	31550	33100	33500	33450	33650	34550	35350	35850	38300	39450	41150	41350	42150	44400	43300	43350	42000	34100	
Mean	34250	34900	36600	38150	38100	41400	40600	41800	43350	45200	47550	49400	50300	51900	53100	54000	54850	50500	43950	
Supporting Data																				
Total Number	81	109	152	141	95	83	102	104	104	268	206	129	107	87	57	53	49	57	1984	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

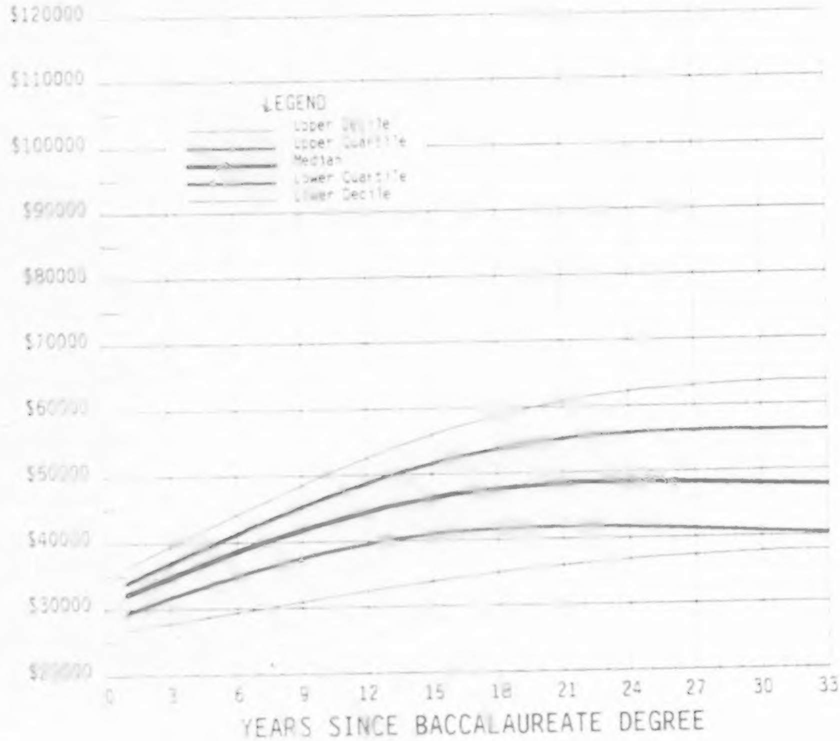
SALARY CURVES FOR ENGINEERS IN NON-ELECTRICAL MACHINERY
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: NON-ELECTRICAL MACHINERY

Years Since B.S	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	36650	38750	40900	43050	45200	47350	49500	51600	55700	61300	66200	70250	73400	75700	77300	78300	79150	67800	3.4
Upper Quartile	0	34100	35900	37700	39450	41250	42950	44650	46300	49400	53500	56950	59650	61650	63100	64100	64700	65250	56500	3.4
Median	0	32450	33850	35200	36550	37850	39150	40400	41650	43950	47000	49600	51700	53250	54400	55200	55700	56100	45850	3.4
Lower Quartile	0	29750	31200	32550	33800	35050	36150	37200	38100	39700	41450	42600	43300	43750	43950	44100	44150	44200	37350	3.4
Lower Decile	0	25800	27000	28150	29300	30400	31450	32450	33400	35050	36950	38050	38500	38350	37900	37250	36550	35250	32300	2.2
Mean	0	32700	34150	35550	37000	38350	39750	41050	42350	44750	48000	50700	52900	54550	55750	56600	57100	57550	49150	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	35950	39800	0	0	44000	50000	0	0	52200	70800	54100	66400	87500	87500	87000	70800	67750	67800	
Upper Quartile	0	35450	35000	0	0	40250	42500	0	0	47000	60000	51400	56500	68350	73000	65200	57500	60000	56500	
Median	0	34550	32500	0	0	36000	39500	0	0	42200	50000	47300	50600	57000	62500	56000	53500	50000	45850	
Lower Quartile	0	33500	29000	0	0	31500	37500	0	0	36650	44000	44750	43250	43450	50250	48500	44400	37350	37350	
Lower Decile	0	32600	22800	0	0	30000	36000	0	0	31200	38450	35800	37400	41200	41500	41600	38900	31200	32300	
Mean	0	34500	33050	0	0	36300	40650	0	0	42300	52450	46850	50750	61200	64400	59800	52150	50150	49150	
Supporting Data																				
Total Number	4	12	14	8	8	10	10	7	5	28	36	29	34	35	25	26	13	32	336	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	2	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

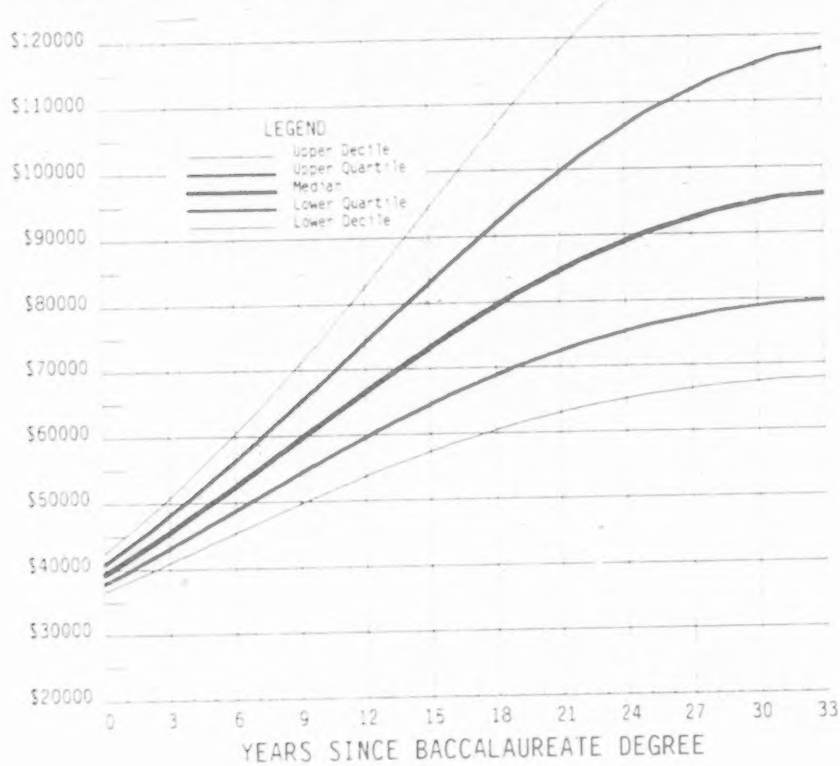
SALARY CURVES FOR ENGINEERS IN NON-ELECTRICAL MACHINERY
NON-SUPERVISORS, ALL DEGREE LEVELS



1982 ENGINEERING SALARY STATISTICS: NON-ELECTRICAL MACHINERY, NON-SUPERVISORY

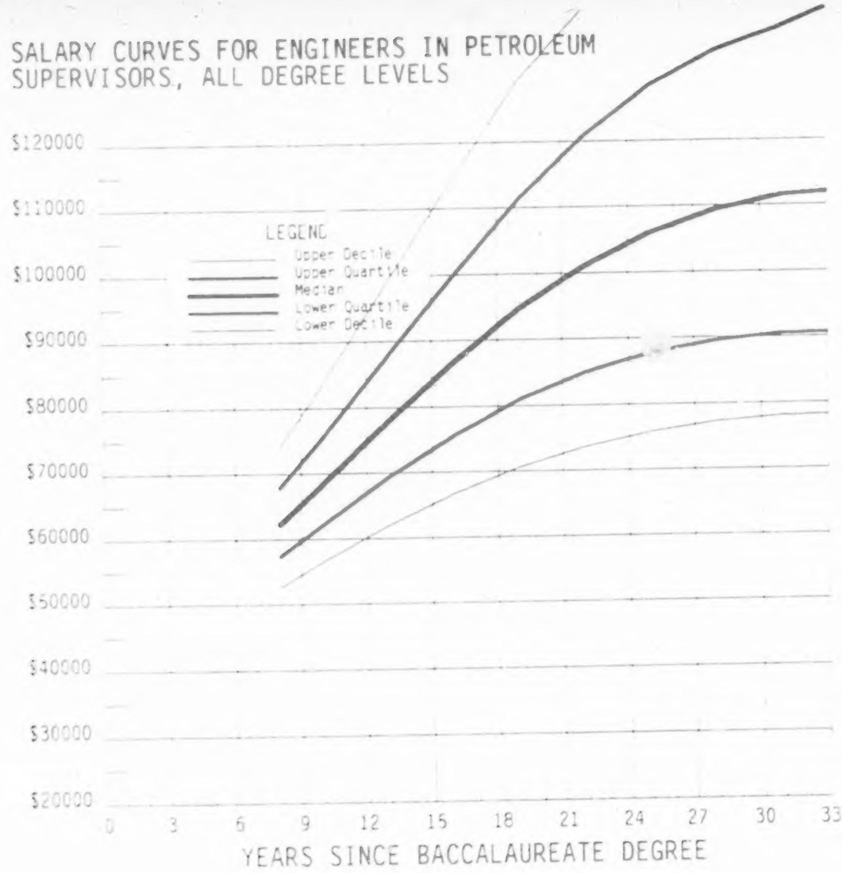
Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	36300	37850	39400	41000	42550	44100	45600	47100	50000	53850	57050	59550	61350	62550	63200	63500	63550	56800	2.2
Upper Quartile	0	33950	35400	36850	38350	39800	41200	42600	43950	46500	49850	52450	54300	55500	56050	56250	56150	55650	50600	2.2
Median	0	32150	33500	34750	36050	37300	38500	39650	40750	42750	45200	46950	48000	48450	48500	48250	47900	46950	42100	2.2
Lower Quartile	0	29400	30550	31650	32750	33800	34800	35800	36650	38250	40100	41250	41750	41850	41550	41100	40600	39550	35000	2.2
Lower Decile	0	26850	27300	27800	28300	28850	29350	29850	30400	31400	32800	34200	35300	36200	36900	37350	37700	37950	31450	3.4
Mean	0	31850	33100	34300	35450	36650	37750	38850	39900	41850	44350	46300	47600	48450	48850	48950	48900	48500	43100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	35950	37400	0	0	44000	0	0	0	49400	58800	54700	56000	60400	65400	61200	68000	64000	56800	
Upper Quartile	0	35450	33900	0	0	40250	0	0	0	45000	53250	50400	52250	57500	61500	55750	55250	54500	50600	
Median	0	34550	32250	0	0	36000	0	0	0	41000	46100	46800	47000	51000	51500	51500	47000	44000	42100	
Lower Quartile	0	33500	28500	0	0	31500	0	0	0	36000	40050	44300	41750	42100	42900	43250	42500	36650	35000	
Lower Decile	0	32600	22600	0	0	30000	0	0	0	30950	32600	34600	36000	39200	39950	40550	38000	32000	31450	
Mean	0	34500	31100	0	0	36300	0	0	0	40250	46000	46150	46350	49450	52150	50750	49150	46100	43100	
Supporting Data																				
Total Number	4	12	13	8	8	10	9	6	4	24	23	23	20	18	13	17	10	20	242	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

SALARY CURVES FOR ENGINEERS IN PETROLEUM
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: PETROLEUM

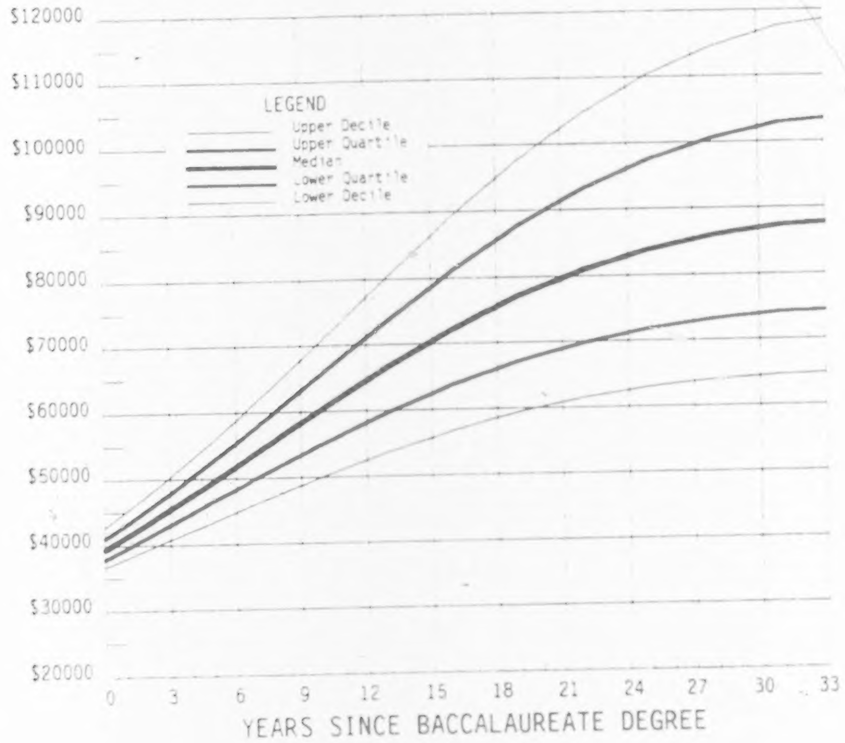
Years Since B.S	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	42450	45100	47850	50750	53800	57000	60300	63700	67250	74650	86400	98500	110350	121400	131000	138700	144300	150400	107800	3.2
Upper Quartile	40750	43150	45600	48150	50750	53450	56250	59100	62050	68000	77100	86100	94550	102100	108450	113350	116850	120600	84800	3.2
Median	39250	41300	43450	45600	47850	50100	52400	54750	57100	61800	68800	75400	81350	86400	90400	93400	95400	97350	67700	3.4
Lower Quartile	37800	39550	41350	43200	45050	46900	48750	50600	52450	56100	61300	66050	70150	73550	76200	78100	79350	80600	53400	3.4
Lower Decile	36550	38000	39450	40950	42400	43900	45350	46800	48250	51050	55000	58450	61400	63750	65550	66800	67600	68250	43500	3.6
Mean	39500	41550	43650	45850	48100	50450	52800	55250	57700	62700	70200	77500	84200	90000	94700	98250	100700	103000	72500	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	43300	45100	46750	49550	52350	57750	59050	63050	66950	75750	87200	98150	110750	119900	127700	138500	148050	149400	107800	
Upper Quartile	41400	43150	45500	47000	49350	52950	54250	58450	61450	69200	78150	86700	93000	99250	107950	114900	118750	119650	84800	
Median	39850	41100	43450	44900	46650	49500	50400	53750	56150	63050	69750	75250	79750	85300	90450	93950	96550	96400	67700	
Lower Quartile	38450	39200	41450	42400	44050	46750	46250	49500	50850	57300	62200	66150	68550	73550	76450	78450	79850	79000	53400	
Lower Decile	37050	38100	39450	40250	41550	43200	43350	45350	45650	52450	55500	58300	60850	64750	66150	66850	68600	65000	43500	
Mean	40250	41300	43500	45100	47000	50100	50950	54050	56600	63850	71050	77750	82800	89450	94400	98700	101750	101250	72500	
Supporting Data																				
Total Number	289	300	296	300	261	240	264	232	232	1564	1245	815	712	698	558	511	388	563	9470	
$125,000 or More	0	0	0	0	0	0	0	0	0	5	9	9	21	45	59	70	72	110	400	
Less Than $22000	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0	0	0	0	4	



1992 ENGINEERING SALARY STATISTICS: PETROLEUM, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	73900	83500	98800	114400	129000	141500	151100	157650	161600	164550	141450	2.2
Upper Quartile	0	0	0	0	0	0	0	0	67750	75550	87700	99800	111050	120650	128200	133600	137150	140700	111200	2.2
Median	0	0	0	0	0	0	0	0	62200	68400	77800	86700	94600	101050	105950	109350	111500	113450	87750	2.2
Lower Quartile	0	0	0	0	0	0	0	0	57250	62150	69250	75600	80900	84950	87800	89550	90500	91100	73450	2.2
Lower Decile	0	0	0	0	0	0	0	0	52600	56450	61900	66700	70650	73650	75800	77250	78050	78750	61250	2.2
Mean	0	0	0	0	0	0	0	0	63500	70100	80050	89500	97850	104550	109550	111850	114800	116350	94400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	73200	0	74550	84850	95800	116900	123700	143700	153850	158550	161900	163550	141450	
Upper Quartile	0	0	0	0	0	0	60000	0	67250	78250	87900	99200	107550	117300	123800	133850	142250	146350	111200	
Median	0	0	0	0	0	0	56550	0	58000	69550	79800	87800	90000	97500	102350	110700	114750	117500	87750	
Lower Quartile	0	0	0	0	0	0	51000	0	53650	62300	71300	76000	77850	83100	85600	92050	95000	90350	73450	
Lower Decile	0	0	0	0	0	0	48450	0	51250	56000	63800	67200	67300	72150	76700	78500	79550	78250	61250	
Mean	0	0	0	0	0	0	57950	0	61400	71250	81000	89700	94300	102450	107600	113850	117900	118300	94400	
Supporting Data																				
Total Number	3	1	5	11	11	17	24	17	31	310	361	268	228	263	237	204	152	211	2354	
$125,000 or More	0	0	0	0	0	0	0	0	0	4	8	9	20	42	56	62	58	92	351	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

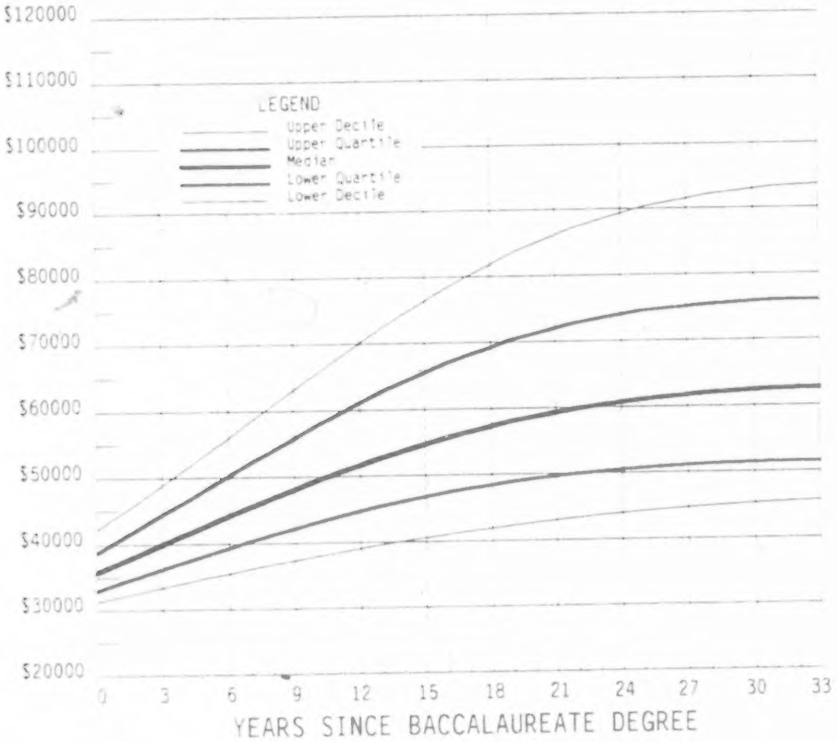
SALARY CURVES FOR ENGINEERS IN PETROLEUM
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: PETROLEUM, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42750	45150	47700	50300	53000	55800	58700	61700	64700	70900	80300	89350	97600	104650	110350	114600	117550	121100	92200	2.2
Upper Quartile	41000	43200	45450	47800	50250	52750	55300	57850	60500	65600	73650	81100	87700	93200	97500	100650	102850	105350	75700	2.2
Median	39350	41300	43300	45400	47450	49600	51750	53900	56100	60400	66600	72250	77100	80950	83900	86000	87350	88800	62700	2.2
Lower Quartile	37800	39550	41300	43050	44800	46600	48350	50050	51800	55100	59700	63750	67150	69850	71850	73250	74150	74900	49000	3.6
Lower Decile	36700	38000	39400	40750	42100	43450	44850	46200	47500	50100	53650	56800	59450	61450	62950	63950	64600	55100	42200	3.8
Mean	39550	41500	43500	45550	47650	49750	51900	54100	56300	60650	67000	72850	77950	82150	85450	87850	89500	91500	65250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	43250	45150	46750	49400	52000	57300	57750	63000	65300	72200	79350	87850	97600	102000	110150	117250	120700	120650	92200	
Upper Quartile	41400	43200	45500	46900	49150	52600	53500	58400	60800	67300	73700	80200	86900	91050	94850	101450	104900	107300	75700	
Median	39850	41100	43500	44850	46450	49250	50050	53450	56050	61900	66700	71350	75750	80200	83300	86150	88250	89700	62700	
Lower Quartile	38500	39250	41500	42400	43900	46450	45850	49250	50050	56600	60300	63450	66150	70150	72050	73600	75350	72250	49000	
Lower Decile	37150	38100	39500	40200	41450	43150	43050	45050	45250	51550	53700	56450	59700	62800	63250	64150	64650	61800	42200	
Mean	40150	41300	43500	44950	46550	49750	50250	53850	55850	62000	66950	71900	77400	81600	84600	88600	91350	91050	65250	
Supporting Data																				
Total Number	286	299	293	289	250	223	240	215	201	1254	884	547	484	435	321	307	236	352	7116	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	1	0	1	3	3	8	14	18	49	
Less Than $22000	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0	0	0	0	4	

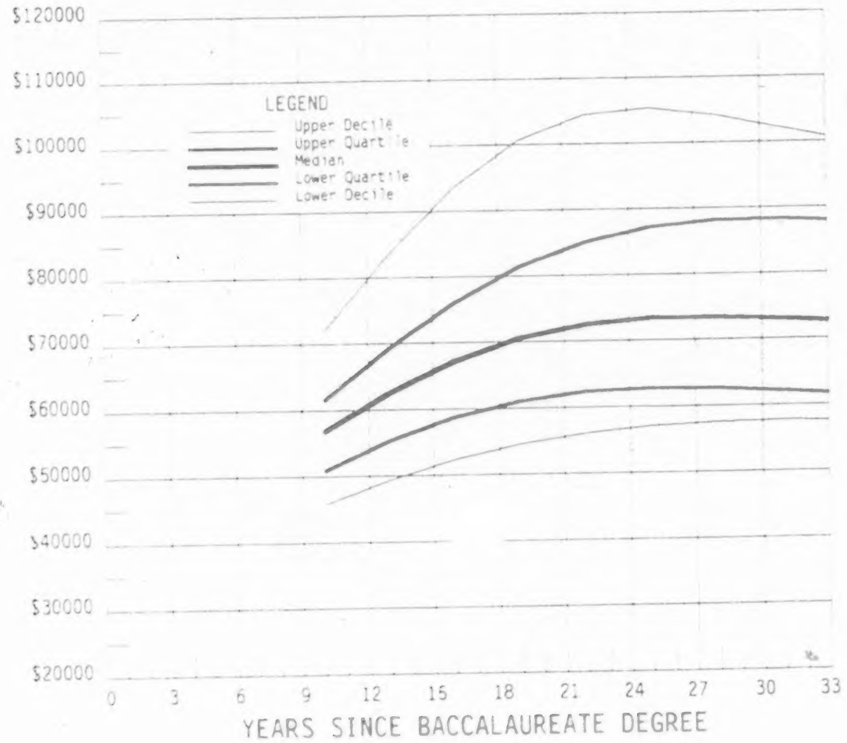
SALARY CURVES FOR ENGINEERS IN PRECISION INSTRUMENTS
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: PRECISION INSTRUMENTS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42150	44300	46550	48850	51150	53550	55900	58350	60750	65500	72350	78400	83500	87450	90300	92150	93300	94200	72950	2.2
Upper Quartile	38750	40600	42500	44400	46300	48250	50150	52100	53950	57650	62700	66950	70350	72850	74500	75450	75950	76100	59050	2.2
Median	35800	37150	38550	39950	41350	42750	44150	45500	46800	49350	52750	55700	58050	59850	61150	62000	62550	63050	49250	2.2
Lower Quartile	32950	34050	35150	36200	37300	38300	39350	40350	41300	43100	45450	47400	48900	50000	50750	51250	51500	51700	40850	2.2
Lower Decile	31250	32000	32700	33400	34100	34800	35450	36100	36750	37950	39600	41050	42300	43350	44150	44850	45350	46050	35500	2.2
Mean	36850	38300	39750	41200	42650	44100	45500	46950	48350	51050	54850	58150	60950	63150	64850	66100	66900	67950	52300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	50400	48850	52650	51100	50600	59100	55550	55250	61250	63600	73050	76500	76750	98650	97000	102750	126450	82450	72950	
Upper Quartile	40850	41000	50300	46600	43800	49300	51000	50750	53600	57300	64400	66050	63750	82350	77750	85800	74800	75200	59050	
Median	35000	36550	41500	40600	39350	41850	44650	47550	46950	50700	53150	56000	52500	58850	59450	63750	68000	65450	49250	
Lower Quartile	33100	34900	38000	35150	34000	36100	39850	41800	42200	44850	48050	45300	46200	44800	52800	55500	47250	56700	40850	
Lower Decile	31050	34150	33500	33600	31350	29900	37350	38250	36750	39250	43100	38150	40750	38200	50800	48650	39300	50000	35500	
Mean	37800	39850	42950	41950	40050	43550	46450	46600	48750	51550	56700	56250	57300	54200	66350	70900	70950	67000	52300	
Supporting Data																				
Total Number	31	41	31	28	40	57	65	66	43	130	95	73	81	39	31	16	28	48	943	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	4	
Less Than $22000	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3	

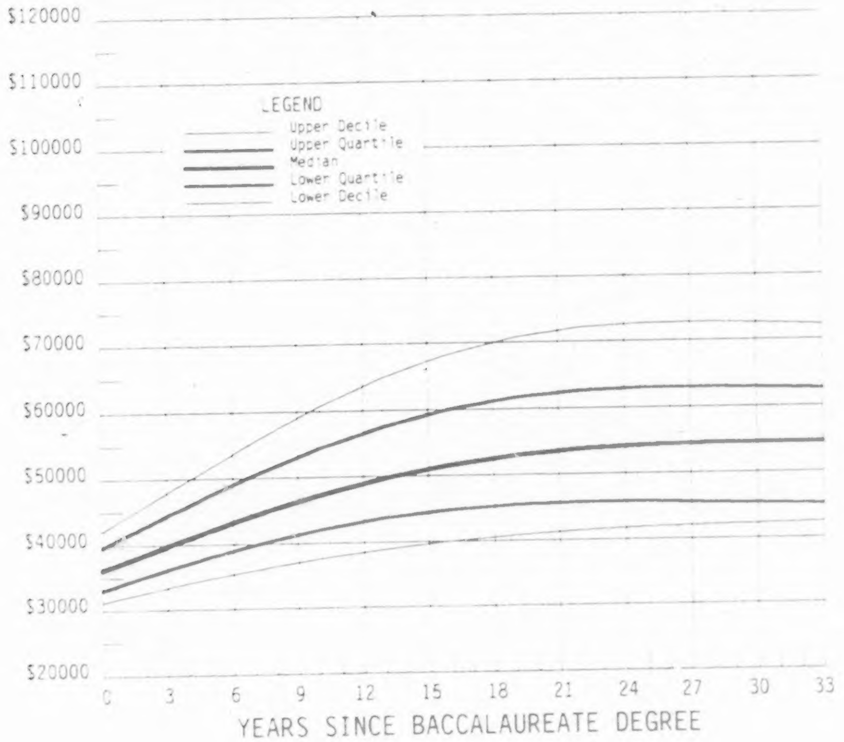
SALARY CURVES FOR ENGINEERS IN PRECISION INSTRUMENTS
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: PRECISION INSTRUMENTS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	71750	83500	93500	100600	104400	105250	104150	102050	96850	96250	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	61500	69250	76000	81350	85000	87150	88100	88200	87150	78600	2.2
Median	0	0	0	0	0	0	0	0	0	56800	62550	67200	70500	72500	73350	73400	73000	71550	65600	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	50800	55300	58750	61050	62350	62750	62600	62100	60750	56700	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	45700	49350	52300	54550	56050	57000	57500	57650	57450	48500	2.2
Mean	0	0	0	0	0	0	0	0	0	58450	64900	70200	74100	76500	77600	77750	77350	75800	69400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	79150	80550	84950	96300	114100	110900	0	155850	86650	96250	
Upper Quartile	0	0	0	0	0	0	0	0	0	63750	73550	76550	66800	98650	95900	0	127200	79850	78600	
Median	0	0	0	0	0	0	0	0	0	58050	68400	67750	58900	83600	78300	0	74600	72350	65600	
Lower Quartile	0	0	0	0	0	0	0	0	0	52600	57050	62150	52000	70150	63800	0	71800	59300	56700	
Lower Decile	0	0	0	0	0	0	0	0	0	46250	50000	59300	50800	45600	61050	0	69550	56850	48500	
Mean	0	0	0	0	0	0	0	0	0	61000	67250	70100	65150	83050	79900	0	95650	72600	69400	
Supporting Data																				
Total Number	0	5	0	0	0	5	10	4	3	22	30	24	33	15	14	8	11	24	208	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

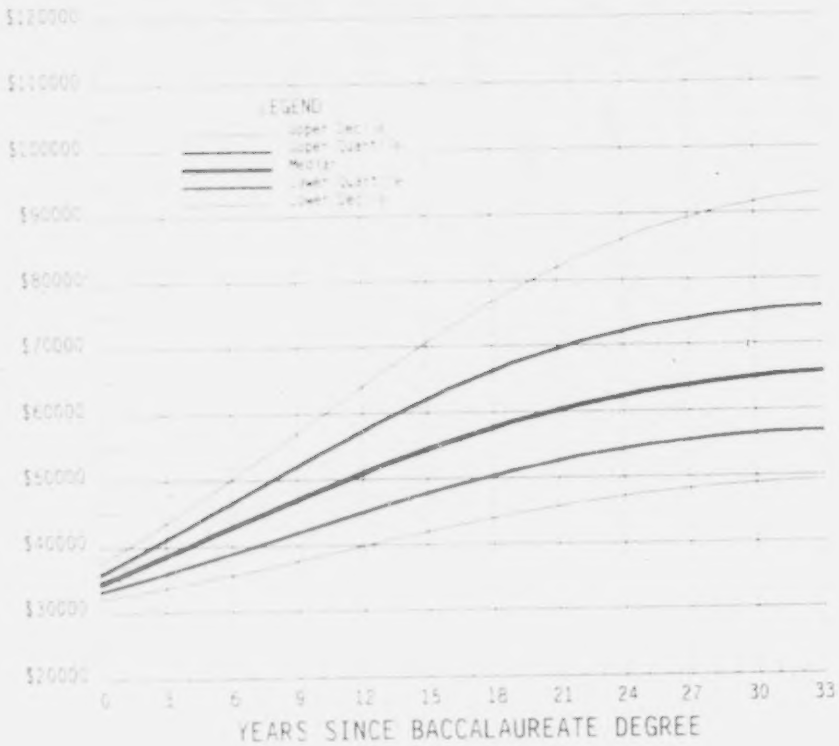
SALARY CURVES FOR ENGINEERS IN PRECISION INSTRUMENTS
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: PRECISION INSTRUMENTS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42000	43950	45900	47850	49800	51700	53600	55500	57300	60650	65000	68400	70700	72100	72700	72750	72500	71600	61550	2.2
Upper Quartile	39600	41200	42800	44400	45950	47500	49000	50450	51800	54400	57600	60050	61700	62600	63000	63000	62800	62100	53100	2.2
Median	36100	37300	38550	39750	40950	42100	43250	44300	45350	47250	49700	51600	52950	53800	54300	54550	54550	54350	46400	2.2
Lower Quartile	33000	34100	35150	36150	37150	38050	38950	39800	40600	42000	43650	44800	45450	45700	45700	45500	45250	44600	39450	2.2
Lower Decile	31200	31950	32650	33350	34050	34700	35300	35900	36500	37550	38900	39950	40800	41400	41850	42100	42300	42450	34850	2.2
Mean	37000	38250	39550	40800	42000	43200	44350	45500	46550	48500	50950	52850	54200	55050	55500	55650	55650	55350	47450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	50400	44200	52650	51100	50600	55450	53300	54900	56450	59850	63350	65300	72600	68650	72250	0	74850	75350	61650	
Upper Quartile	40850	40300	50300	46600	43800	48650	49050	50850	52100	55300	57950	56000	60850	61000	55600	0	63400	70500	53100	
Median	35000	35800	41500	40600	39350	40800	43200	47750	46300	49200	50600	47750	48100	48950	53300	0	58300	61900	46400	
Lower Quartile	33100	34700	38000	35150	34000	35450	39150	42500	41800	43950	46150	41750	42100	39450	51350	0	40000	52950	39450	
Lower Decile	31050	34100	33500	33600	31350	29550	37100	39150	36600	38850	41600	36500	39650	35600	50250	0	38800	46250	34850	
Mean	37800	38050	42950	41950	40050	42250	44900	47050	47100	49650	51950	49300	51850	51700	55950	0	54900	61350	47450	
Supporting Data																				
Total Number	31	35	31	28	40	52	55	62	40	109	65	48	48	23	18	8	17	24	735	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3	

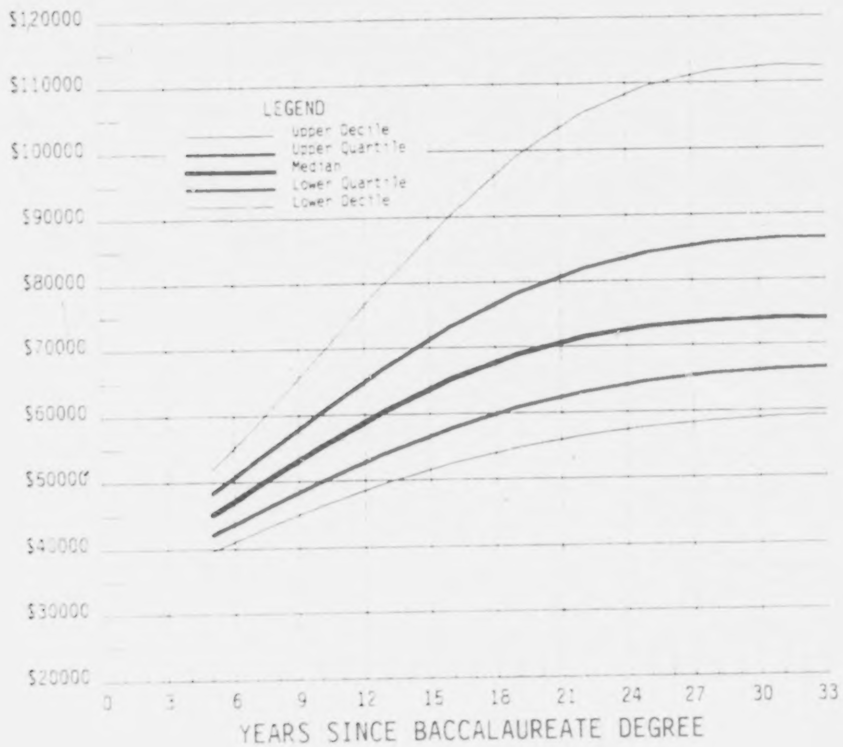
SALARY CURVES FOR ENGINEERS IN TRANSPORTATION EQUIPMENT/AEROSPACE
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37500	39450	41450	43550	45700	47900	50150	52400	54700	59350	66250	72750	78600	83500	87400	90300	92350	94850	73850	2.2
Upper Quartile	35850	37550	39300	41100	42900	44750	46550	48400	50250	53850	59000	63600	67500	70550	72850	74400	75450	76500	61600	2.2
Median	34450	35800	37200	38600	40000	41450	42550	44250	45650	48350	52200	55600	58600	61000	62950	64350	65400	66750	49900	2.2
Lower Quartile	33700	34100	35000	35950	36900	37900	38900	39900	40950	43000	46000	48750	51200	53250	54800	55950	56650	57300	41150	3.6
Lower Decile	32050	32550	33100	33700	34200	34950	35600	36250	36950	38400	40550	42650	44550	46200	47500	48450	49100	49750	36400	3.4
Mean	34950	36200	37450	38600	40150	41550	43000	44450	45900	48900	53300	57450	61100	64050	66300	67900	68850	69650	53600	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	37600	40550	41950	43450	44800	46950	49750	52300	54850	59200	67350	72250	76850	84150	91400	92200	93500	91450	73850	
Upper Quartile	36400	38300	39850	40600	42100	43900	46600	48600	50200	53650	59450	63700	67500	71850	73500	74400	75250	75550	61600	
Median	34900	36300	37650	38250	39200	40750	42950	44350	46000	47850	52750	55700	58150	61900	63400	64800	65950	65600	49900	
Lower Quartile	33350	34150	35300	35450	36300	37950	39350	39850	41500	42750	46000	48200	51100	54250	55000	56100	57000	56550	41150	
Lower Decile	32150	32550	33050	33150	33900	34950	36300	36400	37250	38400	40600	41700	43700	47150	47150	49000	50200	49200	36400	
Mean	35300	36700	37850	38400	39500	41000	43150	44450	46150	48700	54050	57450	60950	65200	66650	67800	68800	68350	53600	
Supporting Data																				
Total Number	558	882	1165	1224	1194	1661	1994	1823	1823	3824	3107	2243	2020	2137	1947	1941	1832	2815	34290	
$125,000 Or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	4	6	
Less Than $[illegible]	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

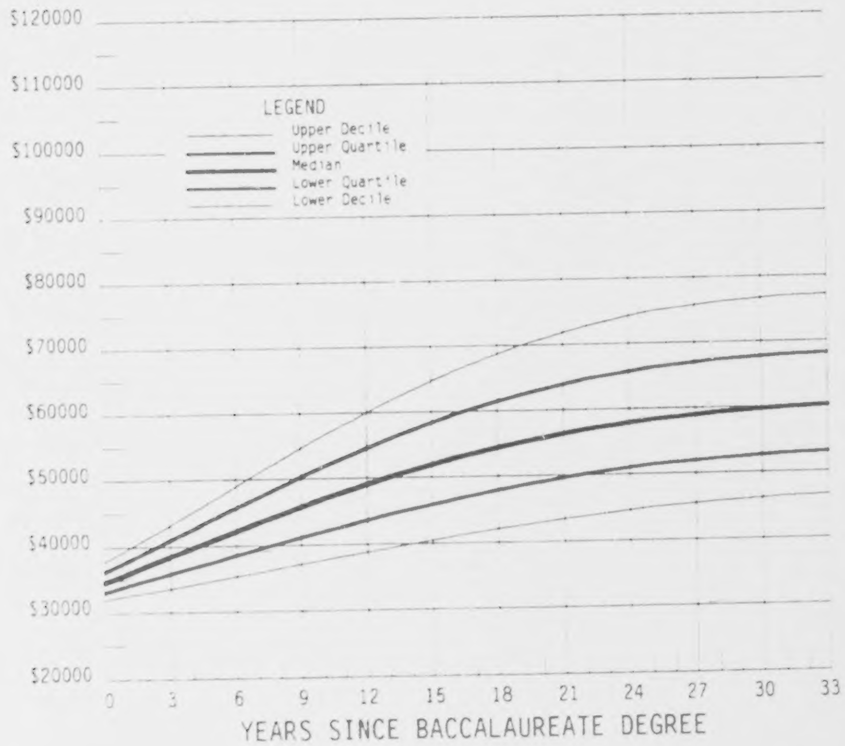
SALARY CURVES FOR ENGINEERS IN TRANSPORTATION EQUIPMENT/AEROSPACE SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7*	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	51800	55050	58450	61950	69200	80100	90300	98950	105450	109600	111800	112500	111650	104150	2.2
Upper Quartile	0	0	0	0	0	48350	50700	53100	55550	60350	67200	73300	78200	81900	84300	85700	86350	86400	76650	2.2
Median	0	0	0	0	0	45150	47200	49200	51250	55150	60600	65250	68850	71400	72950	73750	74050	73750	67100	2.2
Lower Quartile	0	0	0	0	0	42050	43650	45250	46850	49900	54200	57850	60850	63100	64700	65700	66300	66800	56600	2.2
Lower Decile	0	0	0	0	0	39600	41050	42400	43750	46250	49650	52450	54750	56450	57700	58550	59100	59550	48200	3.6
Mean	0	0	0	0	0	46000	48200	50450	52700	57100	63300	68600	72800	75750	77600	78500	78800	78350	70050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	53200	55600	59250	61750	68250	78250	87200	105850	108300	110350	110750	111200	110600	104150	
Upper Quartile	0	0	0	0	0	49600	51800	53250	56950	61850	68950	72400	75600	79300	84150	84450	85950	89550	76650	
Median	0	0	0	0	0	45950	47850	49450	51950	55700	61450	64850	67950	70450	72250	73400	73550	75300	67100	
Lower Quartile	0	0	0	0	0	42000	44550	45500	48100	51150	54950	57550	59350	61650	63600	65650	66500	68400	56600	
Lower Decile	0	0	0	0	0	39200	41000	41900	44900	46700	49750	52550	53550	56150	56950	58250	60050	60350	48200	
Mean	0	0	0	0	0	46450	48700	50150	53500	57650	64800	68000	71600	74550	76650	78050	78650	80000	70050	
Supporting Data																				
Total Number	19	44	77	65	61	102	142	195	195	582	756	702	688	847	765	736	762	991	7730	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	4	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

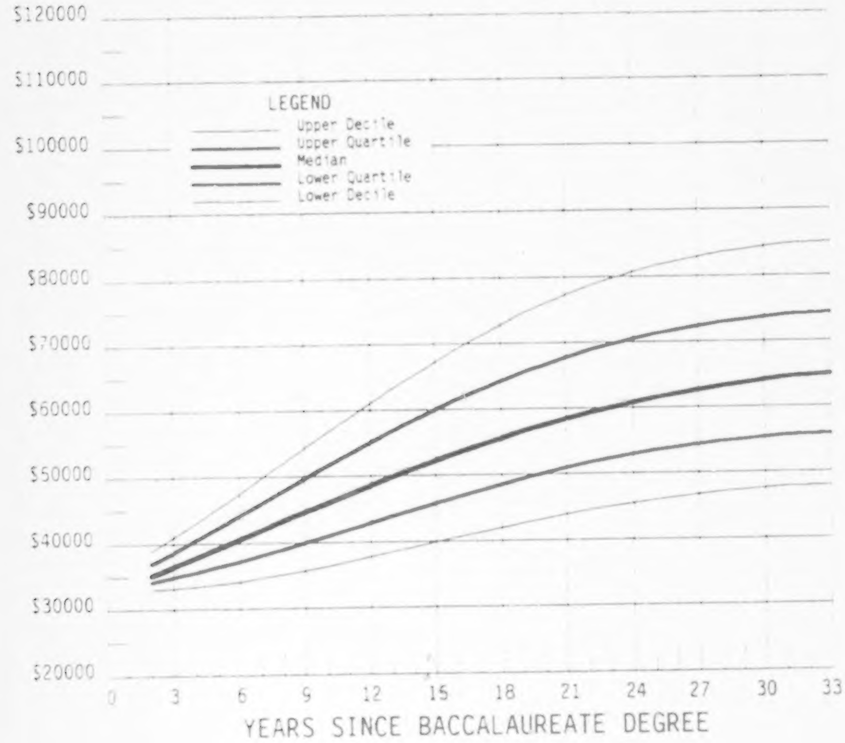
SALARY CURVES FOR ENGINEERS IN TRANSPORTATION EQUIPMENT/AEROSPACE NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37700	39500	41350	43200	45100	47000	48950	50850	52750	56450	51650	66200	69950	72800	74850	76150	76950	77600	64900	2.2
Upper Quartile	36200	37750	39350	40900	42500	44100	45700	47250	48800	51800	55900	59500	62400	64650	66250	67350	68000	68650	55550	2.2
Median	34650	35900	37200	38450	39700	40950	42200	43450	44600	46950	50100	52850	55100	56900	58250	59250	59900	60700	46400	2.2
Lower Quartile	33150	34050	34950	35850	36750	37600	38500	39400	40300	42000	44450	46650	48600	50150	51400	52250	52850	53400	39600	3.4
Lower Decile	32000	32550	33050	33600	34200	34750	35350	35900	36500	37650	39350	41000	42500	43800	44900	45750	46350	47100	35500	3.0
Mean	34750	36000	37300	38550	39800	41100	42350	43600	44800	47150	50500	53400	55900	57950	59550	60750	61650	62800	48800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37600	40300	41150	43100	43950	46500	49300	51350	53400	56800	51900	64850	68450	73650	74750	75900	77250	77950	64900	
Upper Quartile	36200	37950	39650	40450	41750	43600	46200	47950	49400	51800	56000	58600	60900	65400	66600	67550	68050	68750	55550	
Median	34800	35100	37450	38050	39000	40550	42600	43700	45300	46600	50350	52450	54800	57400	58450	59350	59850	60550	46400	
Lower Quartile	33300	34050	35050	35250	36150	37750	39150	39450	41000	41900	44250	45650	48050	50950	51600	52600	53100	53350	39600	
Lower Decile	32150	32450	32950	33050	33750	34800	36100	36050	36800	37900	39200	39750	41800	43700	44400	47000	47450	46950	35500	
Mean	35050	36350	37550	38150	39100	40650	42700	43750	45250	47050	50650	52600	55450	59050	60100	61500	61750	62000	48800	
Supporting Data																				
Total Number	639	838	1088	1160	1133	1559	1852	1628	1627	3242	2351	1541	1332	1290	1181	1205	1070	1824	26560	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

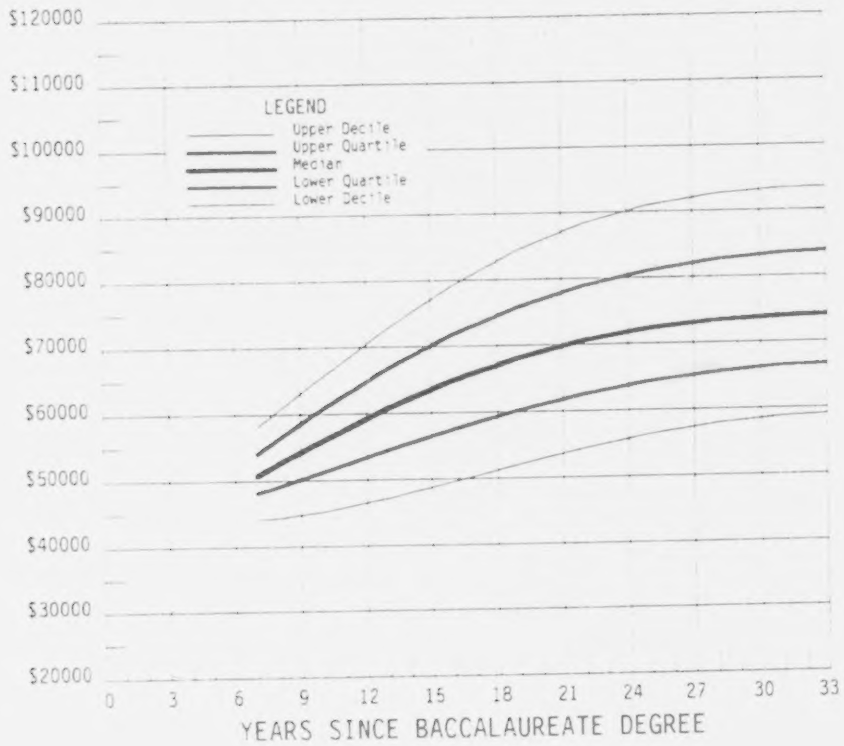
SALARY CURVES FOR ENGINEERS IN AEROSPACE
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: AEROSPACE

Years Since B.S	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	38850	40900	43050	45200	47450	49700	52000	56550	63200	69300	74500	78600	81550	83550	84750	85700	74050	2.2
Upper Quartile	0	0	36900	38650	40450	42250	44100	45950	47800	51500	56800	61550	65600	68850	71250	72950	74000	75100	62200	2.2
Median	0	0	35150	36500	37850	39200	40550	41900	43300	45950	49800	53400	56550	59250	61450	63200	64500	66350	49250	2.2
Lower Quartile	0	0	34150	34850	35600	36400	37200	38100	39000	40900	43850	46750	49400	51650	53450	54750	55600	56400	40550	3.4
Lower Decile	0	0	33000	33100	33350	33700	34100	34600	35150	36350	38450	40600	42650	44500	45950	47050	47750	48350	36050	3.4
Mean	0	0	35250	36650	38000	39400	40850	42250	43650	46450	50450	54150	57450	60250	62550	64350	65700	67550	52650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	39650	40150	42900	44550	47800	49500	52700	57350	63350	66800	74050	77650	82950	84250	83700	86100	74050	
Upper Quartile	0	0	37150	38000	40400	41950	44300	46350	48200	51650	57100	60450	63250	69250	72200	74100	73650	75050	62200	
Median	0	0	34800	35450	37950	39500	40850	41700	43900	46350	49700	51750	54400	59150	62900	65100	64750	65800	49250	
Lower Quartile	0	0	33050	33300	35100	37200	38200	38450	39600	41350	43400	44350	45650	50350	54050	56300	56200	57450	40550	
Lower Decile	0	0	32050	31750	32700	34200	34650	35100	35700	37300	38350	38100	39450	41600	44200	48050	48850	50500	36050	
Mean	0	0	35400	35650	37950	39400	41200	42150	44050	46900	50700	52450	55650	59700	63600	65900	65600	67350	52650	
Supporting Data																				
Total Number	35	74	132	219	302	492	522	478	451	1047	705	483	373	407	465	526	613	1195	8519	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

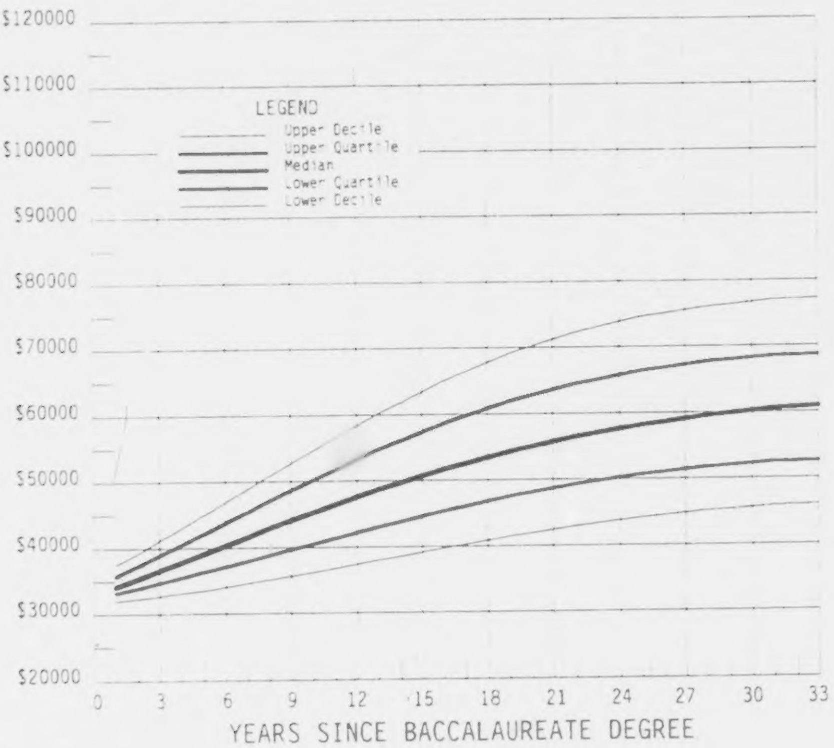
SALARY CURVES FOR ENGINEERS IN AEROSPACE SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: AEROSPACE, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	58000	60550	65600	72800	79200	84400	88300	90950	92550	93350	93700	90300	2.2
Upper Quartile	0	0	0	0	0	0	0	54000	56350	60750	66750	71750	75800	78850	81050	82550	83450	84250	79200	3.4
Median	0	0	0	0	0	0	0	50750	52550	56000	60750	64850	68100	70600	72300	73350	73950	74350	70100	2.2
Lower Quartile	0	0	0	0	0	0	0	48100	49100	51250	54450	57500	60250	62550	64350	65600	66450	67200	60600	3.4
Lower Decile	0	0	0	0	0	0	0	44150	44350	45200	47150	49550	52050	54400	56350	57800	58750	59650	51050	3.4
Mean	0	0	0	0	0	0	0	50500	52300	55850	60700	64900	68400	71100	73150	74500	75400	76150	70700	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	55100	61050	65300	75550	77950	85500	86500	92600	92850	90200	95000	90300	
Upper Quartile	0	0	0	0	0	0	0	52000	58000	60900	67150	70750	76800	77600	82650	82500	80750	85600	79200	
Median	0	0	0	0	0	0	0	48000	52400	56850	61400	64650	68000	69550	73150	74200	71950	75050	70100	
Lower Quartile	0	0	0	0	0	0	0	44750	49100	52100	56250	58000	58000	59650	64500	66600	64950	68500	60600	
Lower Decile	0	0	0	0	0	0	0	37600	47100	46550	49300	48550	50300	51300	56200	58950	59250	60000	51050	
Mean	0	0	0	0	0	0	0	47850	53300	56250	62100	63800	68550	68900	73700	75350	73650	77250	70700	
Supporting Data																				
Total Number	1	0	0	1	3	10	14	16	22	77	88	86	76	112	153	166	225	370	1420	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

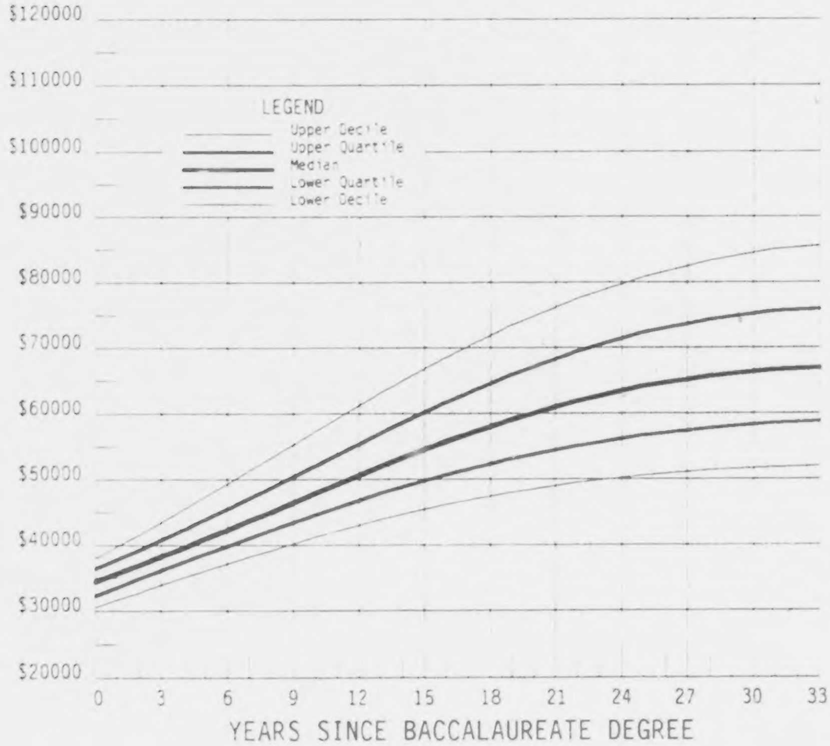
SALARY CURVES FOR ENGINEERS IN AEROSPACE
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: AEROSPACE, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	37400	39200	41100	43000	44950	46900	48850	50800	54650	60150	65050	69100	72250	74500	76000	76900	77650	66750	2.2
Upper Quartile	0	35550	37250	38850	40450	42100	43750	45400	47050	50200	54700	58650	61900	64500	66350	67650	68450	69250	56950	2.2
Median	0	34100	35350	36600	37850	39100	40350	41600	42850	45250	48650	51700	54300	56500	58200	59550	60500	61800	46400	2.2
Lower Quartile	0	33200	33950	34700	35500	36300	37150	37950	38800	40500	43000	45350	47500	49250	50700	51750	52450	53100	39550	3.4
Lower Decile	0	32000	32300	32700	33100	33500	34000	34500	35050	36150	37900	39700	41400	42900	44150	45150	45850	46600	35200	3.2
Mean	0	34250	35500	36750	38000	39300	40550	41800	43050	45450	48900	52000	54700	56950	58700	60100	61150	62500	49050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	36300	39650	40150	42750	44450	47400	49250	51750	55550	60250	62750	66100	72150	73150	75850	77450	78650	66750	
Upper Quartile	0	35150	37150	38050	40350	41950	44100	46050	47600	50400	55050	57300	59350	64050	66450	68600	68200	69700	56950	
Median	0	33700	34800	35450	37900	39450	40750	41500	43500	45900	48450	49500	52350	56400	58900	61000	60350	61950	46400	
Lower Quartile	0	32350	33050	33300	35050	37200	38100	38400	39350	40950	42500	43000	43750	47800	50550	52400	52850	55150	39550	
Lower Decile	0	29350	32050	31750	32700	34200	34500	35000	35500	37000	37950	37200	37650	40300	42350	46250	46250	49200	35200	
Mean	0	33600	35400	35650	37850	39350	41000	41950	43550	46150	49100	50000	52350	56250	58650	61550	60900	62950	49050	
Supporting Data																				
Total Number	34	74	132	218	299	482	508	462	429	970	617	397	297	295	312	360	388	825	7099	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

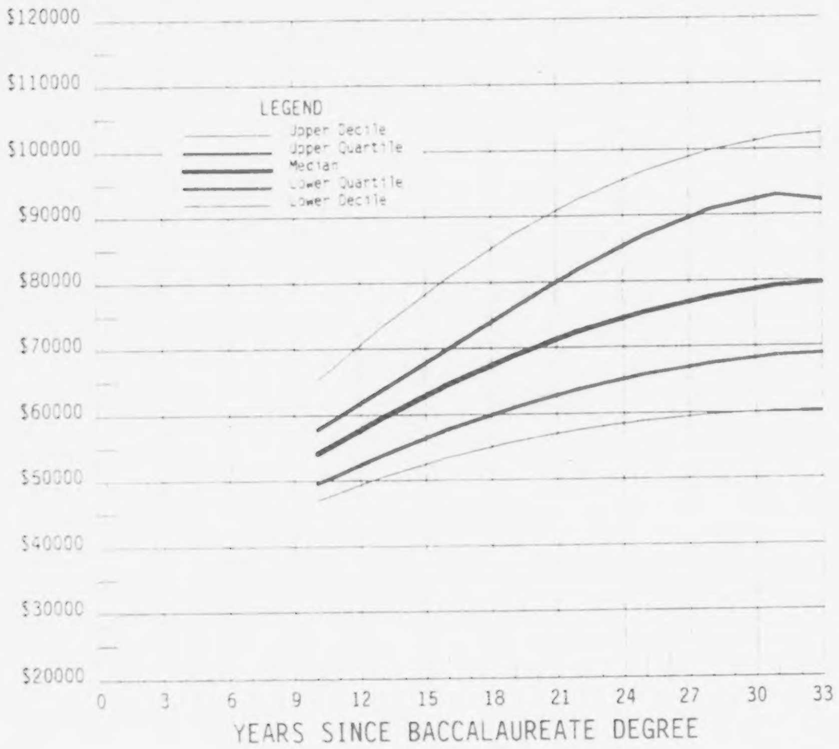
SALARY CURVES FOR ENGINEERS IN OTHER DURABLE GOODS MANUFACTURING
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37950	39750	41550	43450	45400	47350	49300	51300	53300	57300	63150	68600	73450	77500	80750	83250	85000	87300	76950	2.2
Upper Quartile	36400	37800	39250	40750	42300	43850	45450	47100	48750	52050	57000	61700	65950	69500	72300	74300	75600	76750	66700	3.6
Median	34450	35650	36950	38250	39550	40900	42300	43700	45050	47850	51950	55750	59100	61900	64100	65650	66650	67500	56150	3.6
Lower Quartile	32350	33600	34850	36100	37350	38600	39800	41050	42250	44600	47850	50700	53150	55100	56650	57750	58550	59500	46950	2.2
Lower Decile	30550	31650	32800	33900	35000	36050	37150	38200	39200	41200	43850	46150	48000	49500	50550	51300	51800	52350	39150	2.2
Mean	34650	35900	37250	38600	39950	41350	42800	44200	45650	48550	52800	56800	60300	63200	65450	67100	68150	69050	57800	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	40750	39750	42250	43250	45650	45650	49700	52850	52850	57950	63300	66000	73050	77650	85150	82450	86000	85900	76950	
Upper Quartile	37350	37650	39850	40350	42150	43150	46550	48400	48150	52300	56950	60100	65600	70450	75350	73750	76250	75250	66700	
Median	35300	35300	37300	37350	38900	41250	42700	44700	44150	48400	51900	54550	59200	62100	66100	65050	68100	56050	56150	
Lower Quartile	33800	33650	34700	35300	36600	38700	39600	41300	41550	44900	47850	50600	53050	54600	57900	57050	60800	58400	46950	
Lower Decile	31850	32350	32550	33300	34350	36950	37000	36550	38050	41650	43800	45900	47800	48750	52700	51350	54850	50400	39150	
Mean	36300	35700	37200	38250	39750	41550	43100	44850	44950	49100	52900	55550	60250	63000	67450	66150	69400	68250	57800	
Supporting Data																				
Total Number	49	80	90	100	82	86	80	100	110	351	388	374	397	383	386	335	329	566	4286	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	7	10	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

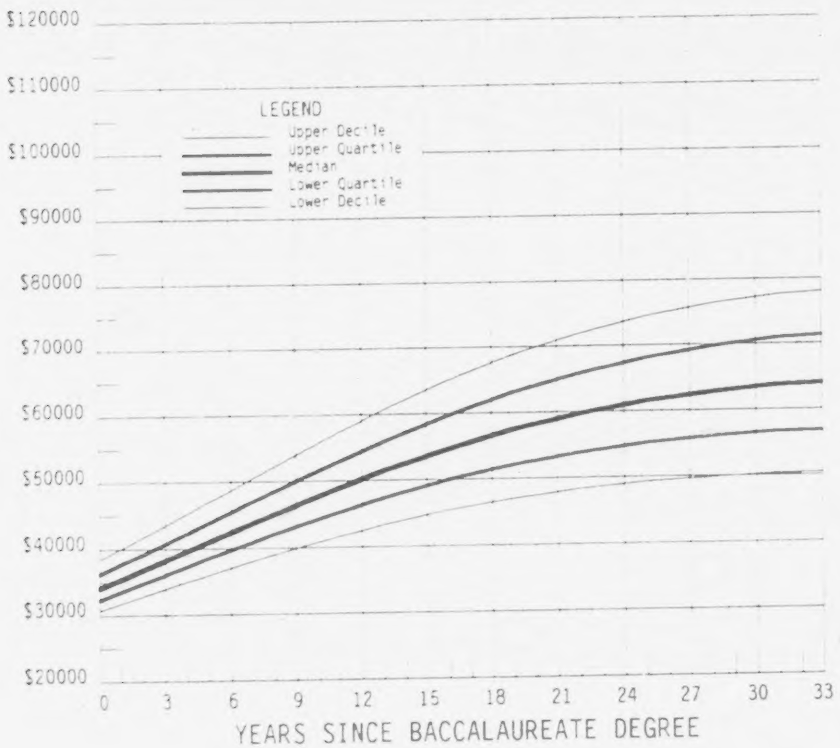
SALARY CURVES FOR ENGINEERS IN OTHER DURABLE GOODS MANUFACTURING SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	65100	73250	80700	87250	92600	96800	99850	101850	103750	93950	3.4
Upper Quartile	0	0	0	0	0	0	0	0	0	57750	63700	69850	76050	81900	87000	90850	93050	89700	83650	1.2
Median	0	0	0	0	0	0	0	0	0	54050	59500	64450	68800	72450	75350	77550	79150	80900	72250	3.0
Lower Quartile	0	0	0	0	0	0	0	0	0	49550	53850	57700	60950	63650	65800	67400	68550	69750	61600	3.0
Lower Decile	0	0	0	0	0	0	0	0	0	46950	50550	53500	55800	57550	58800	59650	60150	60600	54900	3.6
Mean	0	0	0	0	0	0	0	0	0	55100	60800	65950	70450	74150	77050	79200	80650	82150	74200	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	67100	77050	82300	86700	85850	94750	94600	98800	117500	93950	
Upper Quartile	0	0	0	0	0	0	0	0	0	64250	69100	70100	78250	78400	87000	85700	89450	93100	83650	
Median	0	0	0	0	0	0	0	0	0	54500	61450	63050	67200	71350	77200	77700	80150	80400	72250	
Lower Quartile	0	0	0	0	0	0	0	0	0	50750	54700	57500	59000	62150	68300	68400	70300	68250	61600	
Lower Decile	0	0	0	0	0	0	0	0	0	47950	50600	54650	53850	56450	61600	59400	59500	60650	54900	
Mean	0	0	0	0	0	0	0	0	0	56400	62900	65150	69300	71750	77950	78000	81100	84200	74200	
Supporting Data																				
Total Number	0	0	0	1	1	3	2	3	2	23	54	49	86	108	108	82	77	122	720	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	7	10	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

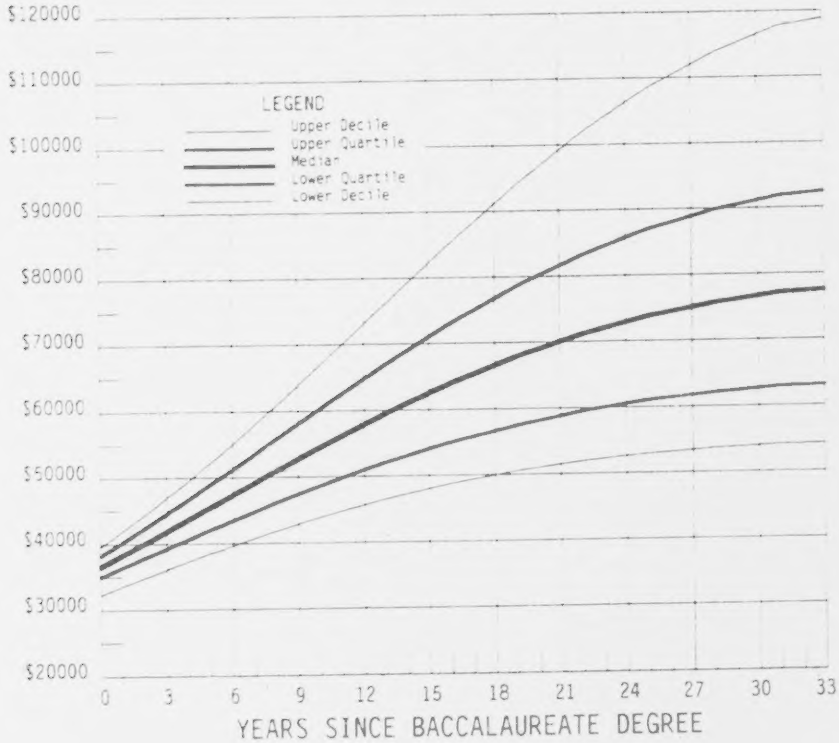
SALARY CURVES FOR ENGINEERS IN OTHER DURABLE GOODS MANUFACTURING NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38400	40050	41750	43450	45200	46950	48700	50450	52200	55650	60600	65000	68850	72000	74450	76300	77600	79200	71200	2.2
Upper Quartile	36200	37700	39200	40700	42250	43800	45400	46950	48450	51500	55800	59700	63050	65850	68050	69750	70950	72500	63050	2.2
Median	34100	35450	36850	38200	39600	40950	42350	43700	45050	47700	51400	54650	57450	59700	61450	62750	63650	64800	53800	2.2
Lower Quartile	32350	33600	34800	36050	37250	38500	39700	40850	42050	44250	47350	50000	52150	53850	55150	56050	56650	57300	45000	2.2
Lower Decile	30700	31750	32850	33900	34950	35950	37000	38000	38950	40800	43250	45350	47000	48300	49250	49850	50250	50700	38050	2.2
Mean	34500	35800	37200	38550	39950	41300	42700	44050	45400	48000	51700	54900	57700	59900	61650	62900	63800	64950	54500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40750	39750	42250	43200	45500	45350	49400	52650	52650	56950	59850	63200	67550	72500	77400	75000	78650	78850	71200	
Upper Quartile	37350	37650	39850	40200	41950	43050	46050	48350	47900	51800	55150	58650	63600	66050	70300	68900	72400	71400	63050	
Median	35300	35300	37300	37300	38800	41100	42550	44600	44050	48100	51250	53850	57750	59650	62550	62400	65750	63650	53800	
Lower Quartile	33800	33650	34700	35250	36550	38600	39450	41200	41500	44700	47150	50150	51900	53200	55950	55300	59900	56100	45000	
Lower Decile	31850	32350	32550	33300	34350	35950	36950	36400	38000	41450	43150	45350	46850	46900	51150	49800	53650	49000	38050	
Mean	36300	35700	37200	38200	39650	41450	42800	44750	44800	48600	51250	54100	57750	59600	63350	62350	65800	63900	54500	
Supporting Data																				
Total Number	49	80	90	99	81	82	78	97	109	328	334	325	311	275	279	253	252	444	3566	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

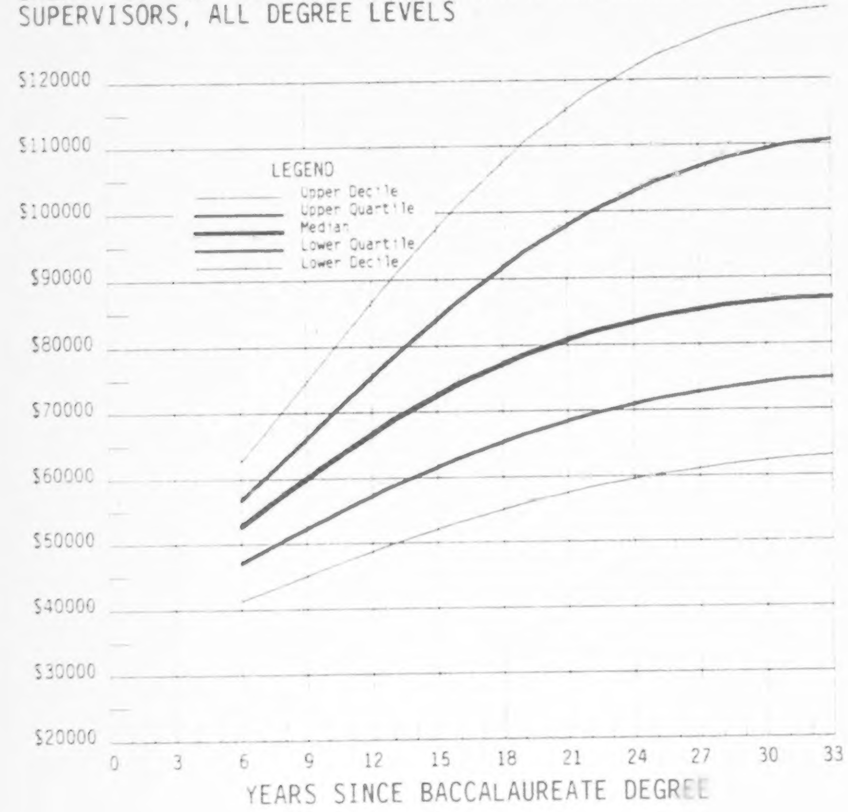
SALARY CURVES FOR ENGINEERS IN OTHER NONDURABLE GOODS MANUFACTURING ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: OTHER NONDURABLE GOODS MANUFACTURING

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39550	41900	44350	46850	49500	52200	55000	57900	60800	66850	76050	85200	93900	101700	108400	113750	117700	122250	86150	3.0
Upper Quartile	38150	40200	42350	44500	46700	48950	51200	53500	55750	60300	66900	73050	78550	83200	86950	89850	91900	94200	68150	3.0
Median	36500	38300	40050	41850	43700	45500	47350	49150	50950	54500	59500	64000	67900	71200	73750	75700	77100	78600	54100	3.0
Lower Quartile	34950	36400	37850	39250	40700	42100	43450	44800	46150	48650	52100	55050	57500	59500	61000	52100	62850	63600	43150	3.2
Lower Decile	32250	33550	34800	36050	37250	38450	39600	40750	41800	43850	46500	48750	50550	51950	52950	53650	54100	54550	37700	3.4
Mean	36350	38150	40000	41850	43750	45650	47600	49500	51450	55250	60750	65850	70400	74200	77350	79700	81400	83350	58900	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	40700	40750	44650	47550	46650	51050	56200	58500	59250	66250	78450	89000	92750	100900	109850	102600	105900	137600	86150	
Upper Quartile	39250	39700	41950	43850	45150	47850	51500	54700	55000	61100	66300	76400	78500	80500	89500	85900	86550	98950	68150	
Median	37350	38000	39050	41700	42750	44400	46800	51400	50950	55400	58400	66500	66300	66750	79250	78150	70700	82600	54100	
Lower Quartile	35850	36300	36750	39200	40000	40600	42500	46100	45700	50650	50300	57150	59500	53000	64550	66600	61800	62300	43150	
Lower Decile	33100	32750	34350	36900	35450	38150	39150	42250	41800	44250	44750	50800	53600	47650	56200	54650	54500	52000	37700	
Mean	37500	37600	39550	41900	42250	44500	47800	50700	51100	56000	60000	68100	70450	71000	80750	78600	76350	87000	58900	
Supporting Data																				
Total Number	74	84	76	72	61	54	71	81	82	170	156	144	104	97	76	61	75	84	1623	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	4	3	1	2	11	22	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

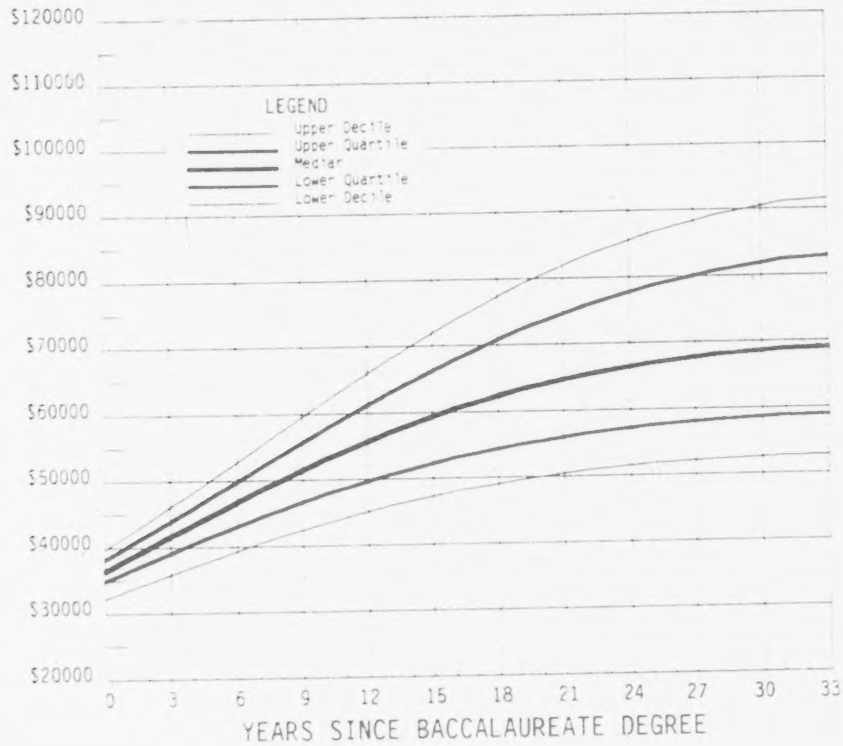
SALARY CURVES FOR ENGINEERS IN OTHER NONDURABLE GOODS MANUFACTURING
SUPERVISORS, ALL DEGREE LEVELS



1997 ENGINEERING SALARY STATISTICS: OTHER NONDURABLE GOODS MANUFACTURING, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	62500	66450	70500	78600	90400	101150	110450	117900	123550	127550	130150	132600	111700	3.4
Upper Quartile	0	0	0	0	0	0	56650	59750	62900	69200	78350	86700	93900	99800	104400	107750	110000	112300	89100	3.2
Median	0	0	0	0	0	0	52650	55150	57650	62400	68850	74250	78550	81800	84150	85750	86700	87550	73650	3.6
Lower Quartile	0	0	0	0	0	0	47050	48850	50600	54000	58800	62950	66500	69400	71650	73300	74500	75850	57750	2.8
Lower Decile	0	0	0	0	0	0	41250	42550	43800	46350	49900	53100	55900	58250	60100	61550	62600	64050	46300	2.2
Mean	0	0	0	0	0	0	52450	55050	57650	62750	69950	76300	81650	85950	89200	91550	93100	94700	76600	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	77000	60300	76650	78300	92400	93750	107550	129750	123450	116800	119500	158300	111700	
Upper Quartile	0	0	0	0	0	0	60550	57400	63600	67550	81450	87150	89450	102900	107100	91900	102700	133250	89100	
Median	0	0	0	0	0	0	56550	54350	57450	62150	66950	75050	78650	81200	90700	81950	78250	93800	73650	
Lower Quartile	0	0	0	0	0	0	53600	51350	48600	57450	51450	66400	65200	66000	81150	72100	69400	78400	57750	
Lower Decile	0	0	0	0	0	0	40250	39450	46500	52550	45300	58400	58400	50350	51900	61400	63000	72400	46300	
Mean	0	0	0	0	0	0	57050	53000	58800	63750	68550	76300	79700	86350	92700	85600	87000	104750	76600	
Supporting Data																				
Total Number	0	4	6	9	4	6	12	15	14	36	47	65	44	34	34	29	28	37	424	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	4	3	1	1	11	21	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

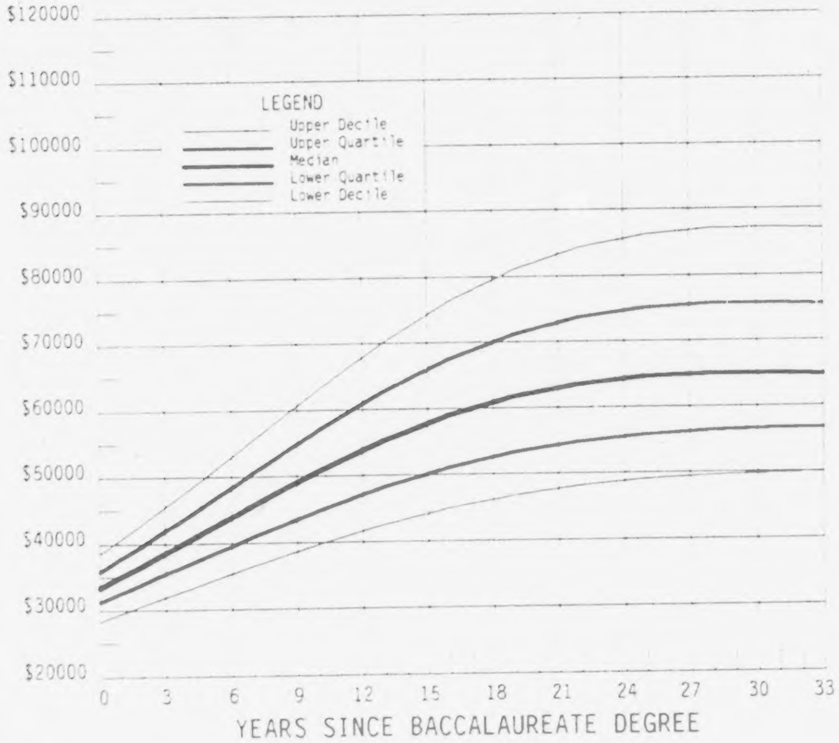
SALARY CURVES FOR ENGINEERS IN OTHER NONDURABLE GOODS MANUFACTURING NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: OTHER NONDURABLE GOODS MANUFACTURING, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39650	41700	43850	46050	48250	50500	52750	55000	57250	61700	68050	73850	78950	83250	86650	89200	91050	93050	72550	3.0
Upper Quartile	38200	40050	42000	43900	45850	47850	49800	51750	53700	57550	63000	67900	72200	75750	78600	80750	82350	84200	60200	2.8
Median	36400	38150	39900	41650	43350	45050	46750	48400	49950	53000	57050	60500	63250	65400	67000	68150	68850	69550	50500	3.4
Lower Quartile	34900	36300	37700	39100	40450	41800	43050	44300	45500	47750	50650	53100	55000	56500	57550	58300	58800	59250	41000	3.4
Lower Decile	32200	33450	34650	35900	37050	38200	39300	40400	41450	43350	45900	47950	49600	50850	51750	52350	52700	53050	37000	3.6
Mean	36350	38000	39700	41400	43100	44800	46450	48100	49750	52850	57100	60850	64000	66500	68450	69850	70800	71750	52600	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40700	40800	43350	47100	46600	50050	52250	57050	57200	62750	67350	75100	76200	81250	86250	88300	88400	100300	72550	
Upper Quartile	39250	39750	41000	43450	44950	47300	49400	54050	53550	58900	63150	68850	67850	71750	79600	82500	82800	88000	60200	
Median	37350	38000	38650	41400	42550	44300	45750	50650	50650	54150	56850	59050	63200	61550	72000	75200	66850	68250	50500	
Lower Quartile	35850	36250	36550	39100	39900	40850	42200	45750	44650	49450	49900	54400	55200	52250	61900	62250	57450	57750	41000	
Lower Decile	33100	32500	34150	37150	35250	38500	38750	42750	41400	43350	44500	48800	53400	47200	56700	52950	53100	49950	37000	
Mean	37500	37550	38950	41600	42100	44300	45900	50200	49550	53900	56350	61450	63600	62600	71200	72250	69950	72750	52600	
Supporting Data																				
Total Number	74	80	70	63	57	48	59	66	69	134	109	79	60	63	42	32	47	46	1199	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

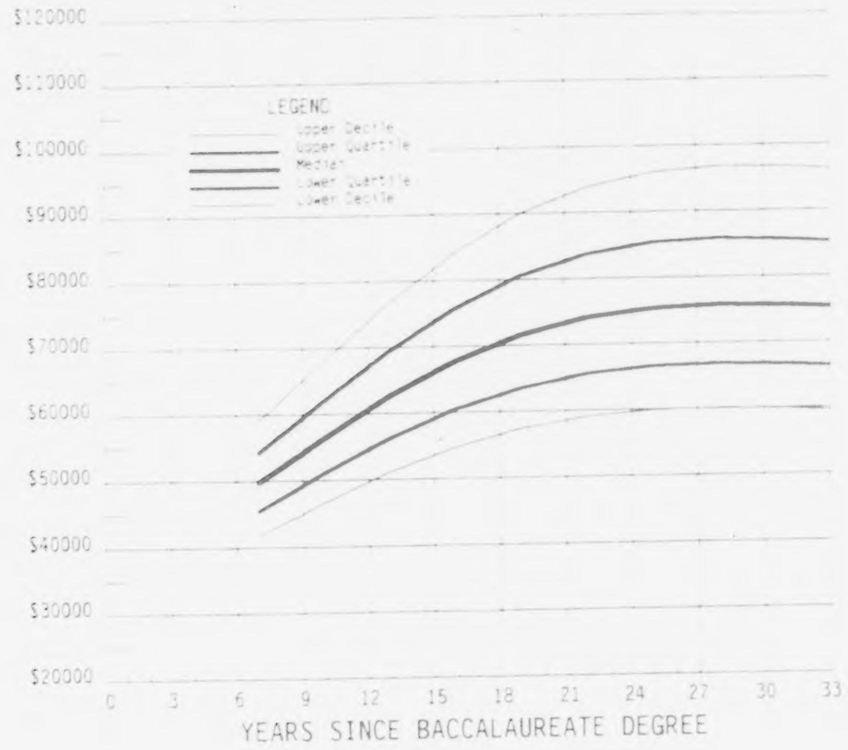
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38500	40700	43050	45450	47900	50400	52900	55500	58050	63100	70200	76300	81050	84300	86200	87050	87150	86350	76500	2.2
Upper Quartile	35800	37800	39800	41900	44000	46200	48350	50500	52650	56900	62700	67550	71200	73700	75100	75650	75700	74950	65250	2.2
Median	33350	35050	36750	38500	40300	42100	43850	45650	47400	50750	55250	58950	61700	63550	64550	64950	64950	64350	54600	2.2
Lower Quartile	31250	32600	34000	35400	36800	38150	39550	40900	42200	44750	48200	51050	53250	54800	55800	56400	56650	56700	44200	2.2
Lower Decile	28350	29500	30700	31850	33050	34200	35350	36500	37600	39700	42550	44900	46750	48100	49000	49550	49850	50000	37200	2.2
Mean	33600	35300	37050	38800	40600	42400	44200	46000	47750	51200	55950	59950	63050	65200	66550	67250	67500	67300	56150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37850	40250	42700	45300	48400	51800	53700	56000	58550	63650	70700	74850	79100	83450	85650	86450	86700	88600	76500	
Upper Quartile	35350	37500	39750	41900	44100	46750	48350	51100	52800	57750	62450	66550	69500	74450	74700	76800	74500	75850	65250	
Median	33700	35450	36750	38000	39750	41750	44000	45600	46750	51350	54950	58600	61200	65100	64450	65700	65300	63600	54600	
Lower Quartile	32100	32800	33800	34150	36300	37900	40900	41800	41300	44800	46900	51750	53050	56650	55550	57500	57300	55500	44200	
Lower Decile	30000	28800	31050	29300	32850	34650	37000	37600	36400	39500	41850	45550	46350	49650	47850	51450	50750	48850	37200	
Mean	34000	35300	36950	38050	40400	42450	44750	46550	47200	51600	55550	59850	62250	66400	65900	68300	67400	67100	56150	
Supporting Data																				
Total Number	742	1437	1316	1571	1654	2071	2010	1951	1905	6404	5442	4826	5070	4112	3387	2868	2670	5188	54622	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	5	9	8	13	14	63	116	
Less Than $22000	0	2	2	0	0	0	0	0	3	0	0	0	0	0	0	0	0	2	9	

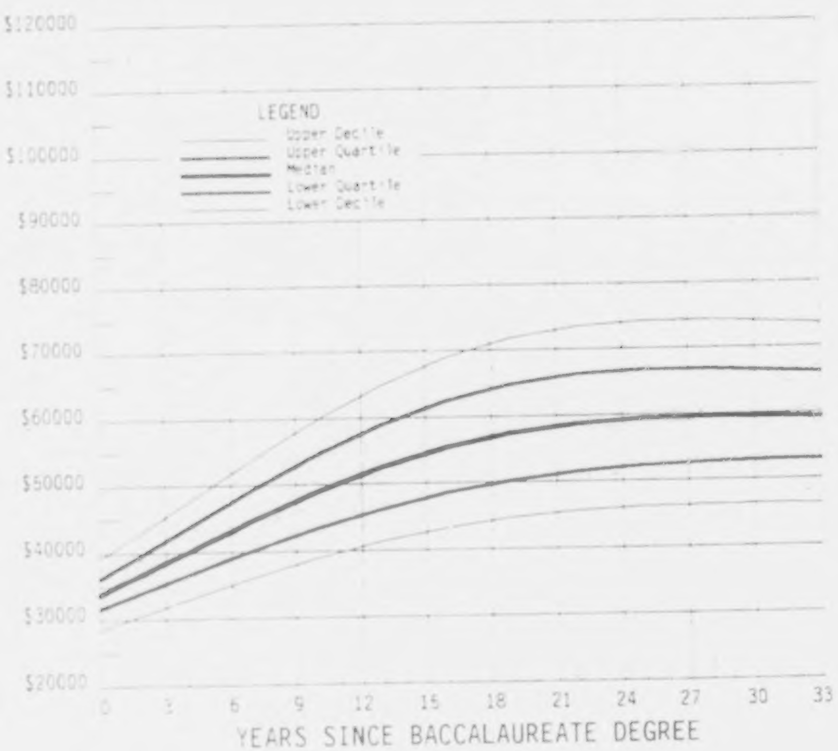
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS, ALL NON-MANUFACTURING INDUSTRIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	59000	62050	68100	76750	84200	90000	93900	96000	96750	96650	95100	89600	2.2
Upper Quartile	0	0	0	0	0	0	0	54150	56850	62100	69500	75800	80600	83700	85300	85800	85600	84150	79250	2.2
Median	0	0	0	0	0	0	0	49700	51950	56400	62600	67750	71600	74050	75350	75750	75600	74400	69650	2.2
Lower Quartile	0	0	0	0	0	0	0	45400	47350	51150	56250	60500	63550	65550	66500	66800	66600	65600	60550	2.2
Lower Decile	0	0	0	0	0	0	0	41650	43350	46650	51150	54750	57400	59050	59850	60050	59850	59000	53500	2.2
Mean	0	0	0	0	0	0	0	50200	52500	57100	63500	68950	73100	75850	77450	78050	78000	77050	71150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	54950	66900	71650	77800	84550	86350	89850	93400	96150	98500	99250	89600	
Upper Quartile	0	0	0	0	0	0	0	56650	58800	64900	71850	75100	77150	81700	84900	84150	85600	87500	79250	
Median	0	0	0	0	0	0	0	49800	51900	58850	63200	67400	68950	74100	75600	76000	74350	75800	69650	
Lower Quartile	0	0	0	0	0	0	0	45950	42000	53250	55900	60100	61750	67250	67500	67050	66850	65050	60550	
Lower Decile	0	0	0	0	0	0	0	44150	32950	48800	50950	55050	56650	60250	60450	59150	58700	59250	53500	
Mean	0	0	0	0	0	0	0	52250	50700	59600	64050	68900	70650	75450	77000	77400	77700	78850	71150	
Supporting Data																				
Total Number	3	9	16	37	53	116	134	217	204	1181	1454	1614	2110	1875	1277	1253	962	1945	14462	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	5	9	8	13	13	62	113	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	

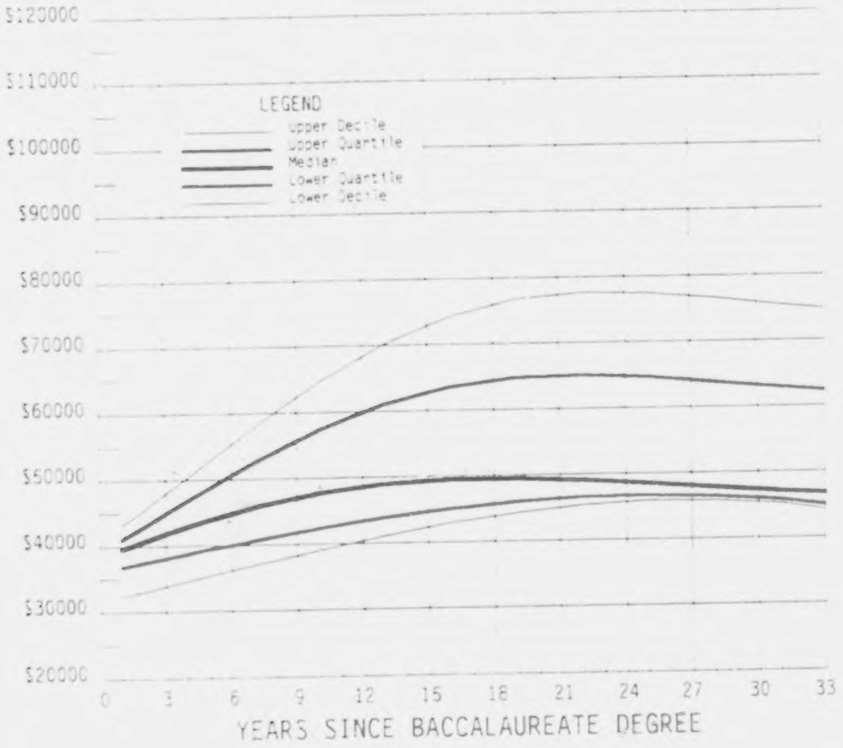
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39050	41100	43150	45300	47400	49550	51700	53800	55850	59800	64950	69050	71850	73500	74200	74250	73900	72600	66350	2.2
Upper Quartile	36100	37950	39800	41700	43600	45500	47400	49250	51050	54500	59000	62450	64850	66250	66800	66800	66450	65300	58900	2.2
Median	33750	35300	36850	38450	40000	41600	43100	44650	46100	48900	52550	55400	57450	58750	59400	59600	59500	58950	49950	2.2
Lower Quartile	31600	32850	34100	35350	36550	37750	38950	40100	41250	43400	46200	48550	50300	51550	52350	52800	53050	53050	41450	2.2
Lower Decile	28400	29550	30650	31750	32850	33950	35000	36050	37050	38900	41350	43250	44650	45550	46100	46300	46350	46150	35700	2.2
Mean	33900	35450	37050	38600	40200	41750	43300	44850	46300	49150	52850	55800	57900	59300	60000	60250	60250	59700	50750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37700	40150	42450	45050	48150	50950	52950	55200	57300	61250	64700	66950	68350	70300	72150	74750	75200	75850	66350	
Upper Quartile	35350	37450	39650	41700	43800	45700	47600	50400	51850	55500	58700	61200	62750	64950	66350	66650	67900	66500	58900	
Median	33700	35450	36700	37900	39600	41450	43650	45000	46350	49700	52200	55050	55650	59100	59200	60350	60850	58800	49950	
Lower Quartile	32100	32800	33750	34050	36200	37700	40650	41500	41300	43500	45450	48800	49050	51800	[illegible]	54150	54600	52550	41450	
Lower Decile	30000	26750	31000	29250	32750	34500	36900	37150	36950	38900	40150	43900	44250	45950	45200	48900	47250	45350	35700	
Mean	33900	35150	36750	37650	40100	41900	44300	45800	46750	49750	52450	55300	56200	58800	592[illegible]	61250	61600	60100	50750	
Supporting Data																				
Total Number	739	1428	1300	1534	1601	1954	1876	1734	1701	5223	3987	3212	2960	2236	2110	1614	1707	3243	40160	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	3	
Less Than $22000	0	2	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	8	

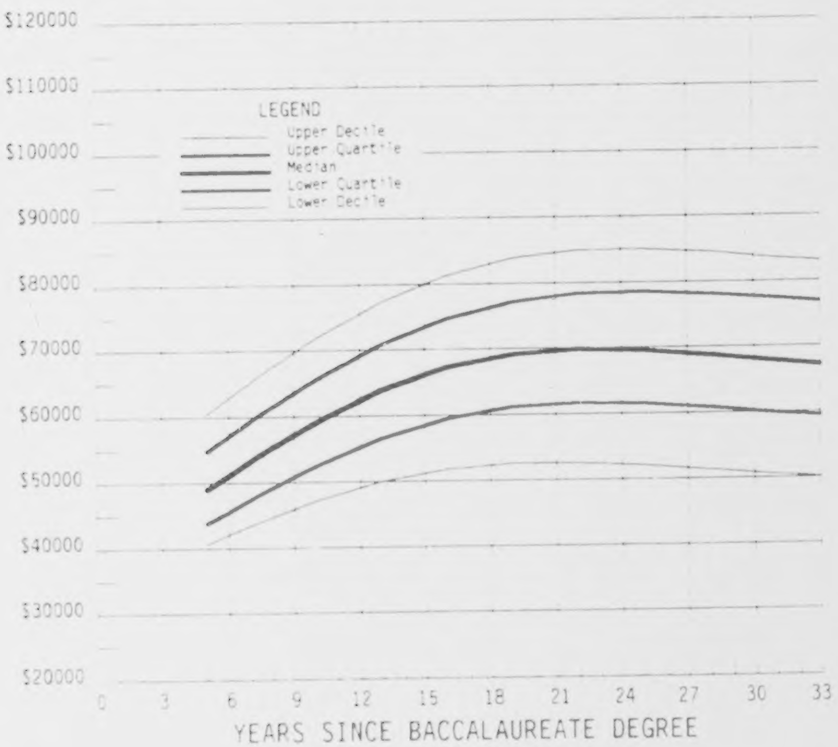
SALARY CURVES FOR ENGINEERS IN COMMUNICATION SERVICES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	43050	45400	47850	50300	52800	55250	57650	60050	64450	70100	74200	76650	77600	77400	76600	75450	72900	70450	2.2
Upper Quartile	0	40950	42900	44850	46800	48700	50600	52400	54100	57250	61000	63500	64750	65050	64650	63800	62850	60850	58500	2.2
Median	0	39500	40700	41850	42900	43900	44800	45650	46400	47650	48900	49450	49500	49100	48450	47750	47050	45750	46400	2.2
Lower Quartile	0	36800	37450	38100	38750	39400	40000	40600	41200	42350	43850	45050	45950	46500	46650	46400	45750	42400	44200	1.2
Lower Decile	0	32300	33050	33800	34550	35300	36100	36850	37600	39000	41050	42850	44250	45300	45800	45750	45200	41500	38550	1.2
Mean	0	38150	39700	41200	42700	44150	45550	46850	48100	50350	53000	54750	55650	55900	55650	55150	54500	53200	51250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	46500	45800	46050	46450	52000	55750	55650	65150	64950	71700	74100	76600	76700	72750	78450	77300	77100	70450	
Upper Quartile	0	44950	42100	44300	45350	46400	48100	51600	55450	58100	63600	64300	64100	63550	59350	69750	62600	65950	58500	
Median	0	40300	39200	40300	42750	42900	45050	45850	46650	48050	52400	49950	46500	46600	46400	54500	48450	49400	46400	
Lower Quartile	0	36600	36850	35550	37400	37450	39900	41350	41900	44450	45250	45300	44950	45050	45050	45500	45450	45400	44200	
Lower Decile	0	32850	34350	30650	33950	34300	35400	37400	38150	40000	41700	44100	43900	44100	44250	44200	44500	44200	38550	
Mean	0	40200	39950	39400	41350	42900	45050	46550	49650	51000	54750	54950	54350	54750	52500	58550	56450	56150	51250	
Supporting Data																				
Total Number	26	64	64	86	99	116	118	144	119	435	403	339	338	313	220	90	89	86	3152	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

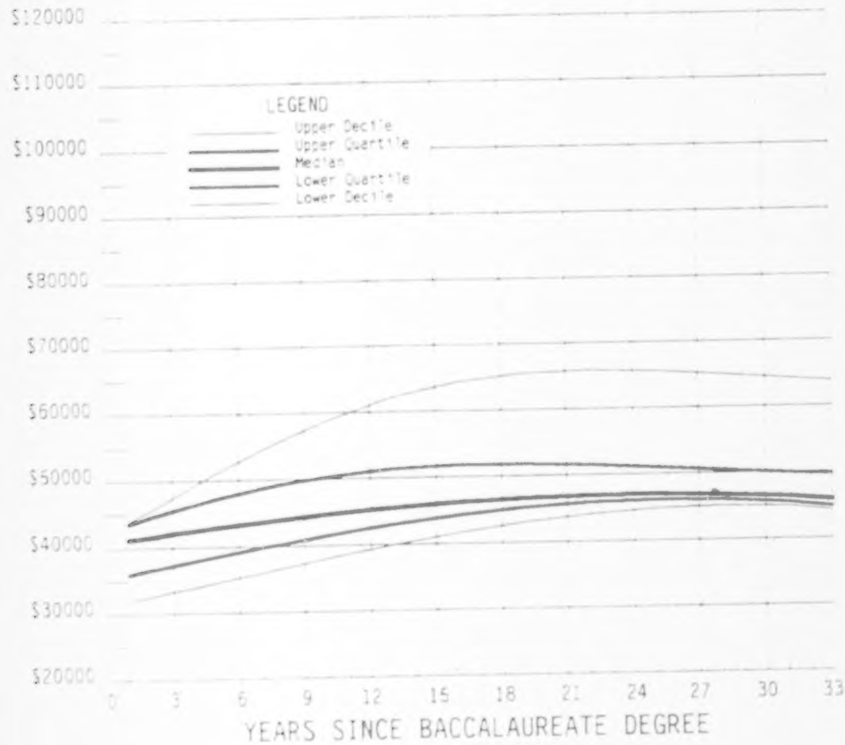
SALARY CURVES FOR ENGINEERS IN COMMUNICATION SERVICES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	60350	62800	65200	67500	71850	77300	81300	83750	84900	85000	84450	83550	81500	79950	2.2
Upper Quartile	0	0	0	0	0	54750	57050	59300	61500	65600	70800	74700	77150	78350	78550	78100	77350	75450	72900	2.2
Median	0	0	0	0	0	48950	51100	53250	55300	59100	63850	67250	69150	69850	69600	68800	67750	65500	63450	2.2
Lower Quartile	0	0	0	0	0	43750	45600	47450	49200	52500	56550	59450	61100	61650	61450	60800	59900	58000	54950	2.2
Lower Decile	0	0	0	0	0	40600	42050	43450	44800	47200	50000	51800	52550	52600	52100	51350	50500	48800	47650	2.2
Mean	0	0	0	0	0	50000	52000	53950	55850	59350	63800	67050	69100	70100	70250	69900	69250	67650	64150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	55900	65200	62100	76200	71150	78100	79700	84050	84900	82850	84550	88100	79300	79950	
Upper Quartile	0	0	0	0	0	53950	59500	58000	64450	64600	71000	74250	78250	79400	77050	76850	77200	76250	72900	
Median	0	0	0	0	0	48400	54900	53050	55350	58300	63800	66700	70250	71450	69650	69600	63500	67200	63450	
Lower Quartile	0	0	0	0	0	44800	46850	48500	46800	52150	56500	60000	61150	62450	61300	61600	57000	59400	54950	
Lower Decile	0	0	0	0	0	42500	44400	44750	41800	45850	51050	52600	53650	52900	52100	46650	48150	56050	47650	
Mean	0	0	0	0	0	49300	54800	53450	56900	58500	64000	67150	69450	71100	68850	70300	68400	67800	64150	
Supporting Data																				
Total Number	5	1	0	1	5	13	17	33	32	131	130	102	92	74	42	35	32	19	763	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

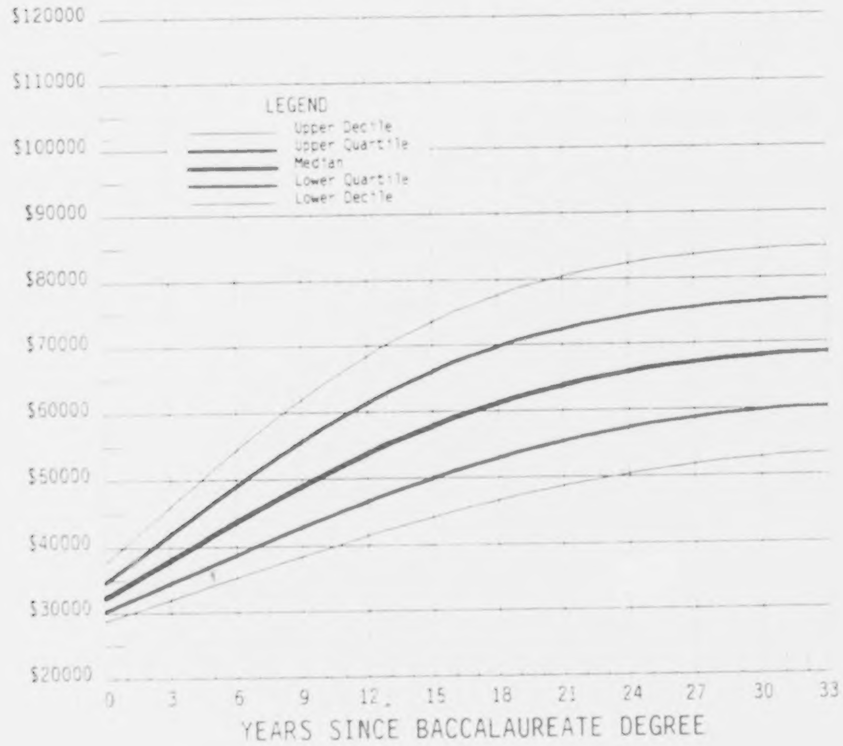
SALARY CURVES FOR ENGINEERS IN COMMUNICATION SERVICES NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	43750	45600	47450	49250	51050	52750	54350	55900	58750	62050	64300	65500	65850	55600	64950	64200	62550	60900	2.2
Upper Quartile	0	43500	44550	45500	46400	47250	48000	48700	49300	50300	51300	51800	51800	51500	51000	50450	49900	48850	48600	2.2
Median	0	41200	41600	42050	42450	42850	43250	43600	43950	44650	45500	46150	46650	46900	46950	46750	46350	44350	45450	1.2
Lower Quartile	0	36000	36650	37300	37900	38550	39150	39750	40350	41450	42950	44250	45200	45850	46100	46000	45500	42500	42900	1.2
Lower Decile	0	31900	32600	33300	33950	34650	35350	36000	36700	38000	39850	41550	42950	44050	44750	45000	44850	42350	37200	1.2
Mean	0	38700	39850	40900	41950	42950	43900	44750	45550	47000	48650	49700	50250	50400	50300	50000	49650	48900	47150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	46500	45800	46000	46400	49550	50150	52550	61500	61300	65650	63600	63200	63950	61300	69100	62950	72950	60900	
Upper Quartile	0	45000	42100	44250	45300	45750	46700	49150	51300	51900	56650	53200	46900	49000	46950	55050	52200	60200	48600	
Median	0	40200	39200	40100	42650	42000	44550	44650	45500	45900	46550	46100	45750	45850	45900	46300	46100	46600	45450	
Lower Quartile	0	36550	36850	35400	37150	36900	38600	40050	40550	43250	44250	44750	44550	44700	44800	44800	44950	44950	42900	
Lower Decile	0	32800	34350	30600	33800	34050	34800	36250	37050	38600	39950	43100	42300	43700	44150	42500	44250	44000	37200	
Mean	0	40150	39950	39250	41200	42050	43500	44500	47000	47750	50400	49750	48750	49650	48700	50900	49850	52900	47150	
Supporting Data																				
Total Number	23	64	64	85	94	103	102	111	87	304	273	238	246	239	178	55	57	68	2389	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

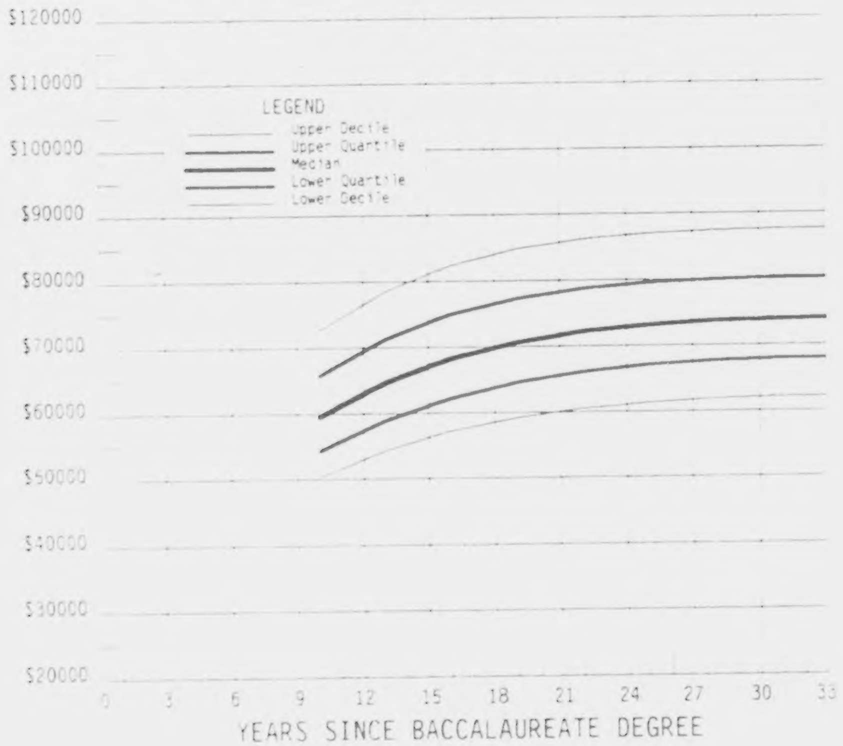
SALARY CURVES FOR ENGINEERS IN CONSTRUCTION
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: CONSTRUCTION

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37550	40300	43150	46000	48800	51600	54350	57000	59550	64350	70450	75200	78750	81200	82850	83900	84450	84900	78450	4.0
Upper Quartile	34650	37000	39400	41850	44250	46650	49000	51300	53500	57700	63100	67500	70800	73150	74800	75850	76500	77000	69550	3.8
Median	32350	34200	36100	38000	39900	41750	43650	45450	47250	50650	55250	59100	62200	64600	66350	67550	68300	69000	58850	3.4
Lower Quartile	30300	31700	33100	34500	35900	37300	38700	40100	41450	44100	47600	51100	53850	56150	57900	59200	60050	60950	47350	3.2
Lower Decile	28750	29800	30900	32000	33100	34150	35250	36300	37400	39450	42350	45050	47350	49300	50900	52100	53000	53950	36750	3.0
Mean	32850	34750	36650	38600	40500	42400	44300	46150	47950	51350	55950	59750	62800	65100	66800	67950	68650	69350	58600	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	38050	39650	44450	44900	48650	50700	52700	55650	59200	65350	69600	76150	81300	83200	83800	83900	78950	83800	78450	
Upper Quartile	35200	36900	39400	41450	43400	45850	46750	51200	51500	59200	62150	68550	73100	74600	75500	74900	72900	76000	69550	
Median	33300	34150	35850	37650	38350	40600	42350	45500	41750	52350	54400	60250	65000	66700	65950	66350	66250	67300	58850	
Lower Quartile	31600	32150	32550	33000	34300	36200	38000	37300	37000	46500	47850	52200	56400	56800	56600	59200	58250	59800	47350	
Lower Decile	29950	30450	30700	30700	32050	32550	33850	34000	34300	40950	42000	46050	49850	50200	50550	52000	51100	52650	36750	
Mean	33550	34950	36750	37900	39100	41550	42700	45250	44700	52950	55250	60800	65150	66650	66500	67550	65700	68300	58600	
Supporting Data																				
Total Number	69	99	84	98	93	81	84	91	62	298	310	326	393	369	317	279	249	440	3741	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

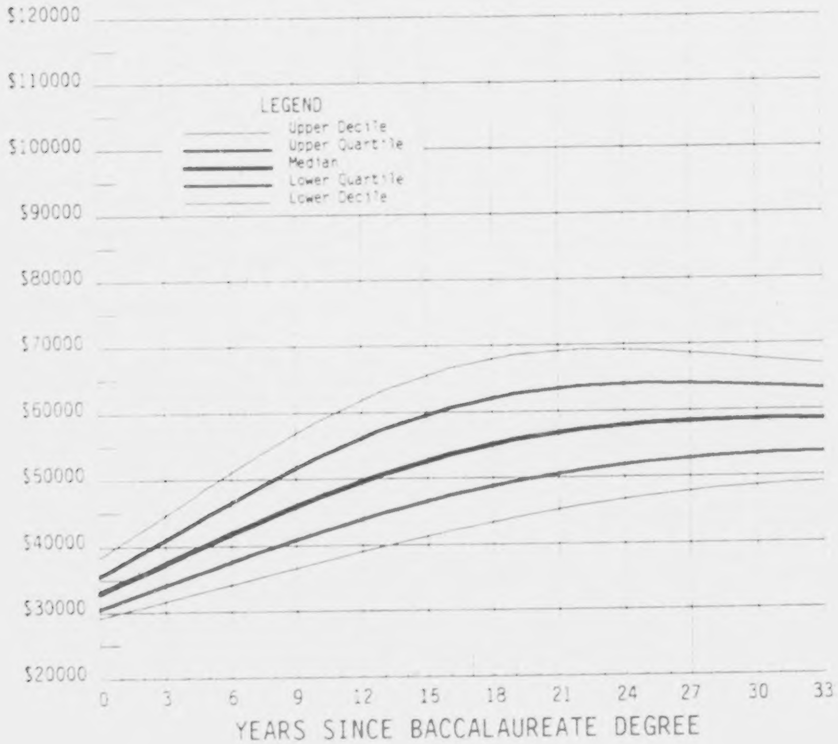
SALARY CURVES FOR ENGINEERS IN CONSTRUCTION SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS CONSTRUCTION, SUPERVISORY

Years Since B.S.	0		2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33-	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	72550	78450	82350	84750	86150	86950	87400	87600	87700	85300	4.8
Upper Quartile	0	0	0	0	0	0	0	0	0	65700	71250	74950	77300	78700	79550	80000	80200	80350	78050	4.4
Median	0	0	0	0	0	0	0	0	0	59550	64650	68250	70650	72200	73150	73700	73950	74150	71250	4.4
Lower Quartile	0	0	0	0	0	0	0	0	0	54300	58850	62200	64550	66100	67050	67650	67950	68150	64200	4.2
Lower Decile	0	0	0	0	0	0	0	0	0	50300	54300	57200	59150	60500	61300	61800	62050	62200	57650	4.2
Mean	0	0	0	0	0	0	0	0	0	60500	65600	69150	71450	72900	73800	74300	74550	74700	71600	4.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	73150	76650	82900	84350	87100	88250	87850	83600	88550	85300	
Upper Quartile	0	0	0	0	0	0	0	0	0	65800	70100	75000	77500	79250	81650	80300	75950	81000	78050	
Median	0	0	0	0	0	0	0	0	0	60350	63100	67650	71100	73000	74150	73300	71700	74600	71250	
Lower Quartile	0	0	0	0	0	0	0	0	0	55000	57500	61400	65150	67200	67500	66350	66900	68500	64200	
Lower Decile	0	0	0	0	0	0	0	0	0	50850	53200	56750	59550	61400	60850	61050	61850	62400	57650	
Mean	0	0	0	0	0	0	0	0	0	61150	64250	68750	71750	73750	74500	74000	71900	75450	71600	
Supporting Data																				
Total Number	[illegible]	2	3	2	1	4	3	9	4	67	85	150	234	226	172	160	145	247	1534	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

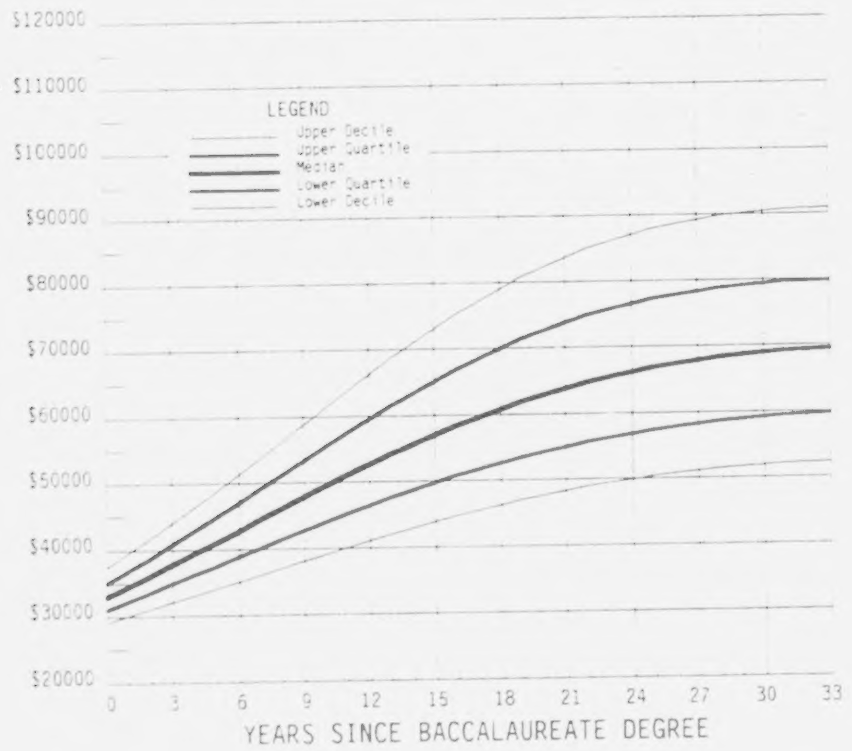
SALARY CURVES FOR ENGINEERS IN CONSTRUCTION
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: CONSTRUCTION, NON-SUPERVISORY

Years Since B.S	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38300	40400	42500	44600	46750	48900	50950	53000	55000	58700	63300	66600	68550	69250	69100	68400	67450	65350	64350	2.2
Upper Quartile	35500	37300	39150	40950	42800	44650	46450	48250	50000	53250	57450	60600	62700	63800	64150	64000	63500	62250	58300	2.2
Median	32950	34450	35900	37400	38850	40350	41800	43200	44600	47250	50750	53600	55750	57200	58050	58450	58600	58350	50150	2.2
Lower Quartile	30550	31700	32900	34050	35250	36400	37550	38700	39800	41900	44850	47400	49450	51050	52250	53000	53500	53900	40200	3.8
Lower Decile	29200	30000	30800	31600	32450	33250	34100	34900	35750	37400	39800	42000	44000	45700	47050	48100	48800	49550	34000	3.2
Mean	33250	34750	36250	37800	39300	40850	42300	43800	45200	47900	51400	54150	56150	57400	58050	58250	58200	57650	49600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38050	39200	42400	44300	48250	49250	51400	54050	55400	60550	63750	66150	65900	65900	68150	62050	66750	68200	64350	
Upper Quartile	35200	36700	38950	41200	43200	45100	46200	49600	49500	54550	58050	60000	60950	61600	63100	64050	62850	64350	58300	
Median	33300	34050	35600	37500	38250	40050	42100	44250	41000	49450	51000	53450	55550	54850	56650	59350	57550	59950	50150	
Lower Quartile	31600	32100	32450	32900	34250	36050	37750	36800	36600	44200	45950	48400	50100	50200	51250	52800	51750	53750	40200	
Lower Decile	29950	30450	30650	30650	32000	32350	33750	33750	34200	39350	39700	42000	45400	45300	46150	49450	46700	49450	34000	
Mean	33550	34400	36000	37650	39000	40750	42350	43850	43600	49600	51850	54100	55450	55450	57050	58900	57050	59100	49600	
Supporting Data																				
Total Number	69	97	81	96	91	77	81	82	58	211	225	176	159	143	145	119	104	193	2207	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

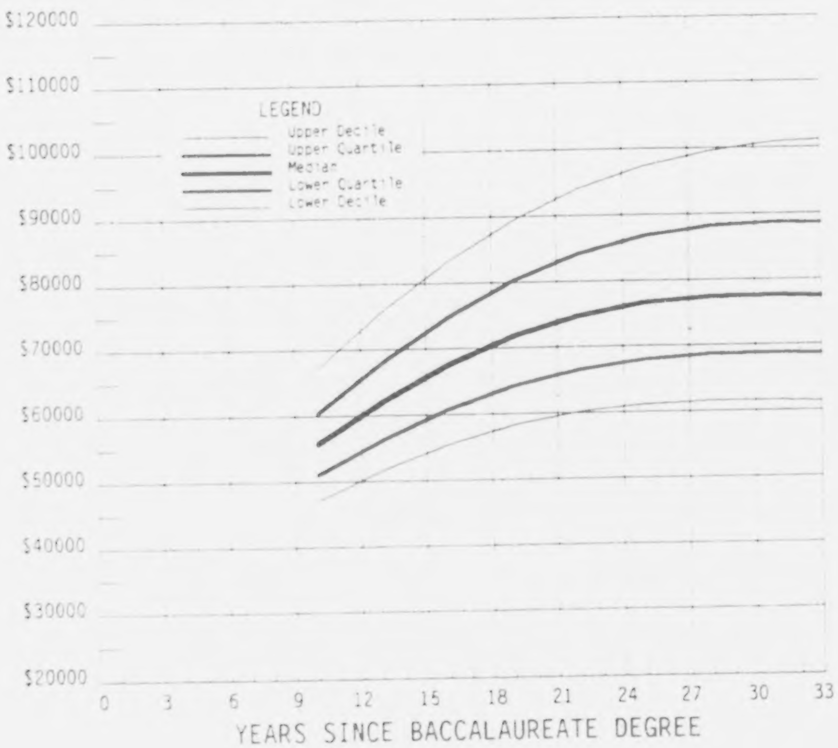
SALARY CURVES FOR ENGINEERS IN CONSULTING & ENGINEERING SERVICES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37350	39500	41700	44000	46350	48750	51250	53750	56250	61300	68650	75250	80800	85050	87950	89800	90750	91250	79850	2.2
Upper Quartile	34950	36850	38750	40750	42800	44850	46950	49100	51200	55450	61500	66900	71400	74850	77250	78800	79650	80200	68200	2.2
Median	32900	34450	36100	37700	39400	41050	42750	44450	46150	49450	54200	58400	61950	64800	66850	68300	69200	70150	55450	2.2
Lower Quartile	31000	32250	33550	34850	36200	37500	38850	40150	41450	44000	47600	50800	53500	55700	57400	58600	59450	60500	43550	2.2
Lower Decile	29150	30100	31050	32050	33050	34050	35050	36050	37100	39100	42000	44700	47000	48900	50350	51400	52050	52650	36350	3.6
Mean	33150	34750	36400	38050	39750	41450	43200	44950	46700	50100	55000	59400	63100	66100	68300	69850	70850	71950	57300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37000	40100	42300	43650	46450	47850	52000	54300	55450	62350	67750	75600	81800	84050	86650	87750	90900	92650	79850	
Upper Quartile	35100	36950	39100	40600	42800	43650	47000	49300	50350	56050	61250	67350	72400	74800	76700	77850	78450	80900	68200	
Median	33400	34600	36150	37300	39250	40350	42600	44550	45100	49850	53800	59200	63050	64900	66600	67350	69050	70150	55450	
Lower Quartile	31650	32250	33600	34350	35800	37050	38900	40400	40350	44050	47050	51850	54450	56100	57050	58500	59550	60000	43550	
Lower Decile	29700	29700	31300	31100	32450	34200	35600	36100	36100	39400	42000	45500	47250	49100	50150	51100	52500	52000	36350	
Mean	33500	34850	36650	37650	39650	40850	43200	45050	45650	50400	54600	60200	64100	66300	67700	69100	70700	72000	57300	
Supporting Data																				
Total Number	355	529	569	637	611	671	685	677	689	1755	1679	1492	1709	1489	1421	1282	1201	2326	19777	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	2	3	2	4	6	27	45	
Less Than $22000	0	1	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	1	5	

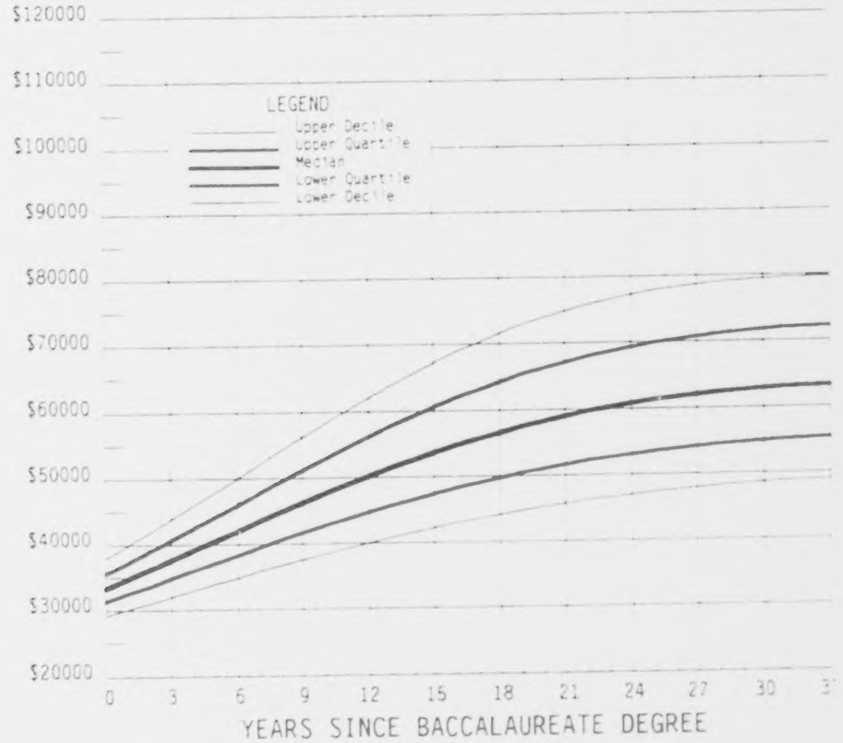
SALARY CURVES FOR ENGINEERS IN CONSULTING & ENGINEERING SERVICES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	67100	75700	83250	89400	94050	97400	99550	100850	101800	93600	4.0
Upper Quartile	0	0	0	0	0	0	0	0	0	60350	67950	74750	80250	84250	86800	88200	88700	88300	81950	2.2
Median	0	0	0	0	0	0	0	0	0	55650	62000	67500	71750	74750	76550	77400	77550	76950	71800	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	50950	56250	60750	64200	66550	68000	68650	68800	68250	62550	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	47050	51600	55400	58250	60100	61150	61550	61550	60950	55300	2.2
Mean	0	0	0	0	0	0	0	0	0	56000	62600	68400	73100	76500	78700	79850	80300	80050	73600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	70200	74700	82900	89150	91250	93850	97400	103150	106850	93600	
Upper Quartile	0	0	0	0	0	0	0	0	0	64550	68300	75100	79800	82100	84750	85950	88350	91300	81950	
Median	0	0	0	0	0	0	0	0	0	59200	62000	67500	71250	73850	75700	75550	75800	79450	71800	
Lower Quartile	0	0	0	0	0	0	0	0	0	53500	55750	60900	64150	65800	67400	66950	68800	69550	62550	
Lower Decile	0	0	0	0	0	0	0	0	0	48200	51650	56450	57650	59100	60750	60650	62000	61700	55300	
Mean	0	0	0	0	0	0	0	0	0	59400	62700	68950	72650	75100	76850	77850	80000	82500	73600	
Supporting Data																				
Total Number	0	4	7	11	21	26	32	51	45	283	414	549	753	690	581	542	488	901	5398	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	2	3	2	4	6	27	45	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	

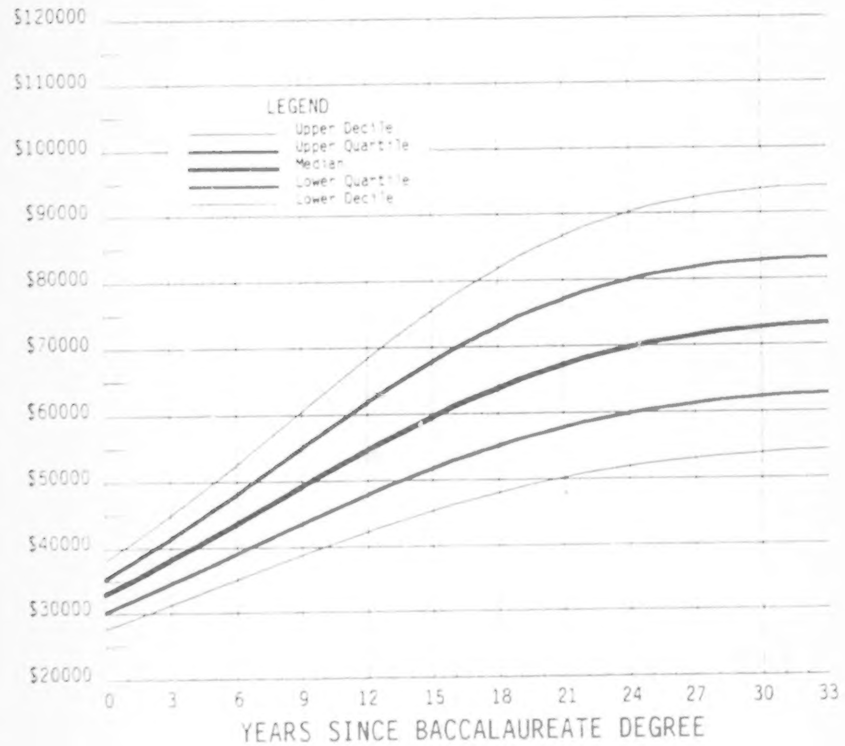
SALARY CURVES FOR ENGINEERS IN CONSULTING & ENGINEERING SERVICES NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37850	39800	41750	43800	45800	47900	50000	52050	54150	58200	63900	68850	72850	75800	77800	79000	79500	79850	70100	2.2
Upper Quartile	35500	37150	38850	40600	42350	44150	45900	47700	49450	52850	57700	61900	65350	68000	69900	71200	71950	72500	60000	2.2
Median	33300	34750	36150	37600	39050	40500	41950	43400	44850	47600	51400	54750	57500	59700	61300	62400	63100	63850	49550	2.2
Lower Quartile	31300	32450	33600	34800	35950	37100	38300	39400	40550	42700	45650	48250	50450	52200	53500	54400	55100	55900	40500	2.2
Lower Decile	29100	30050	31000	31950	32950	33900	34800	35750	36650	38400	40800	42900	44700	46150	47250	48100	48750	49550	34950	2.2
Mean	33500	34950	36400	37850	39350	40850	42300	43750	45200	48050	51950	55350	58150	60350	61950	63050	63750	64450	51200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37000	39950	41900	43500	46100	47150	51500	53300	55000	59250	63850	67400	71200	72350	76700	78850	79900	82200	70100	
Upper Quartile	35100	36850	38950	40500	42550	43400	46650	48800	49750	53750	57900	61200	64000	65500	69100	70400	72450	74350	60000	
Median	33400	34550	36100	37250	39100	40200	42400	44100	44650	48300	51200	54800	56900	58450	60600	62250	63100	64600	49550	
Lower Quartile	31650	32200	33550	24300	35600	36950	38850	40100	40050	43150	45500	48550	50100	51200	53350	54400	55600	56000	40500	
Lower Decile	29700	29650	31250	31050	32350	34100	35600	35850	35950	38800	40800	42900	44500	45850	47150	48300	49700	49200	34950	
Mean	33500	34700	36400	37500	39250	40550	42950	44550	45200	48700	51900	55100	57400	58700	61350	62750	64300	65350	51200	
Supporting Data																				
Total Number	355	525	562	626	590	645	653	626	644	1472	1265	943	956	799	840	740	713	1425	14379	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	1	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	4	

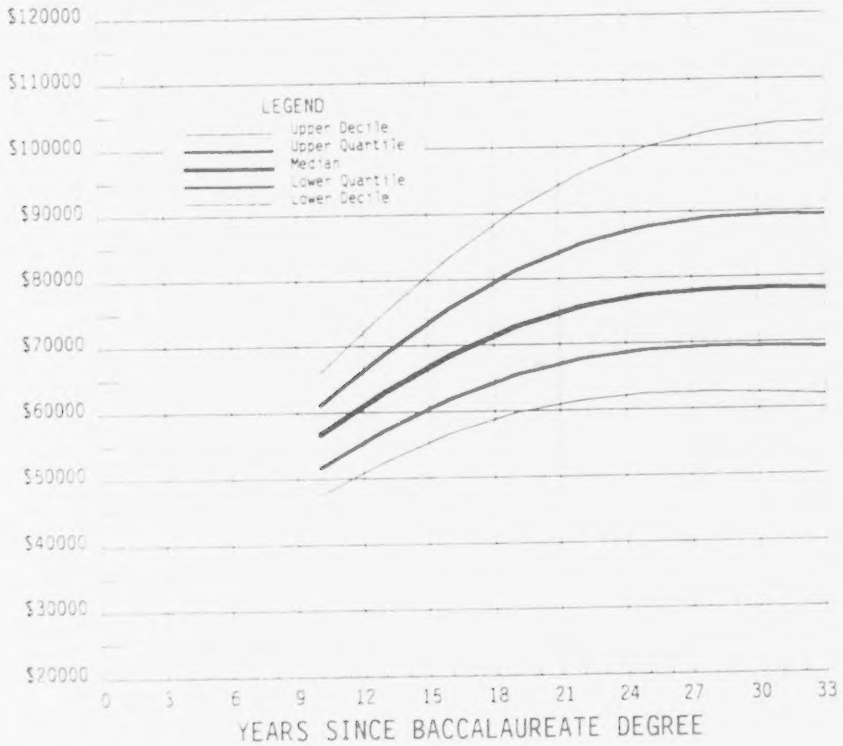
SALARY CURVES FOR ENGINEERS IN CONSULTING
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: CONSULTING

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38000	40250	42550	44950	47400	49900	52500	55150	57800	63100	70850	77850	83650	88100	91150	92950	93900	94250	83350	2.2
Upper Quartile	35250	37250	39300	41400	43600	45800	48050	50350	52650	57250	63850	69750	74600	78250	80750	82250	83000	83300	71650	2.2
Median	32950	34650	36350	38150	39950	41750	43600	45500	47350	51050	56350	61100	65050	68200	70450	72000	72950	73800	58150	2.2
Lower Quartile	30150	31600	33050	34500	36000	37500	39050	40550	42100	45050	49250	53000	56150	58600	60400	61650	62450	63250	45150	2.2
Lower Decile	27600	28800	30000	31250	32500	33800	35050	36300	37550	39950	43350	46350	48850	50850	52300	53300	54000	54750	36500	2.2
Mean	33000	34700	36450	38250	40100	41950	43850	45750	47650	51450	56850	61750	65900	69150	71500	73100	74100	75000	59600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37350	40500	43150	44700	47900	49400	53500	55150	57400	63900	69900	78150	84050	87350	89100	91900	95500	94950	83350	
Upper Quartile	35350	37100	39750	41200	43700	44450	48200	50050	52300	58350	63550	69950	75300	77650	79800	81800	81900	84100	71650	
Median	33850	34450	36450	37350	39600	40450	43100	45100	45800	52000	56500	61700	66550	68600	69900	71100	71200	74050	58150	
Lower Quartile	31200	31300	33250	33600	35100	36600	38800	40200	40000	45750	49150	54100	57750	59350	59600	61050	61150	53150	45150	
Lower Decile	28650	28800	30550	30050	31450	33100	35000	35450	35400	40350	43550	47650	50350	51400	51800	52400	53300	54450	36500	
Mean	33450	34650	36850	37600	39900	41000	43600	45400	46250	52250	56650	62500	67150	69450	70450	72250	73300	75250	59600	
Supporting Data																				
Total Number	212	306	327	379	326	393	386	390	409	1049	992	942	1064	907	791	735	687	1518	11813	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	2	4	5	21	35	
Less Than $22000	0	1	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	1	5	

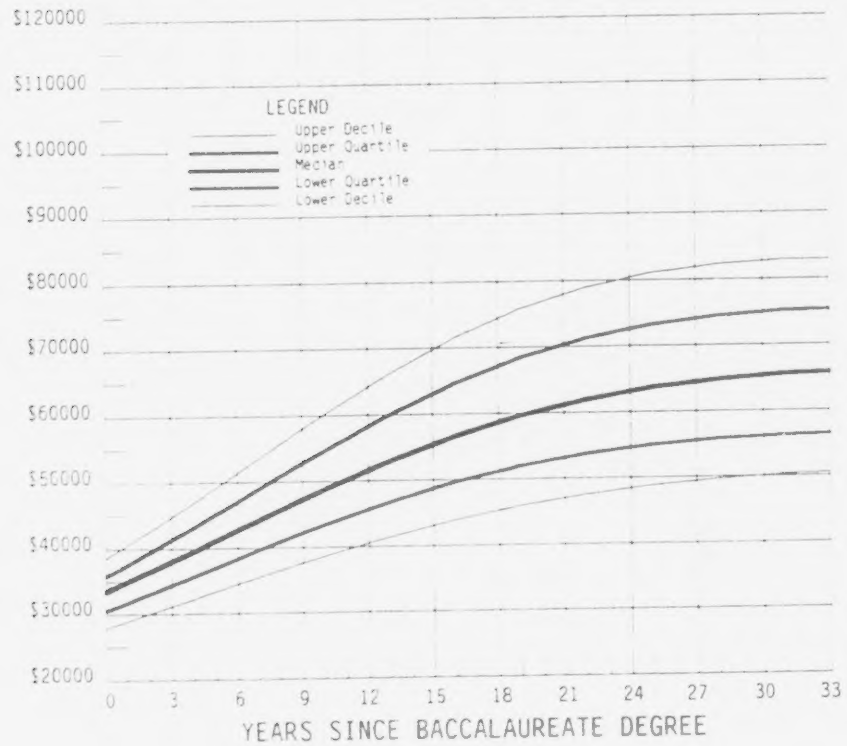
SALARY CURVES FOR ENGINEERS IN CONSULTING
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: CONSULTING, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	65950	75000	83400	90550	96050	99900	102200	103350	103750	95000	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	61050	68800	75700	81250	85250	87800	89100	89500	89000	83150	2.2
Median	0	0	0	0	0	0	0	0	0	56600	63000	68500	72750	75700	77400	78100	78250	77450	72900	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	51600	57200	61900	65450	67750	69000	69450	69400	68450	64200	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	47400	52500	56650	59650	61500	62400	62550	62250	61100	57500	2.2
Mean	0	0	0	0	0	0	0	0	0	56650	63450	69400	74200	77600	79750	80800	81150	80700	75150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	72450	74900	84100	89600	93950	94900	99100	107100	106550	95000	
Upper Quartile	0	0	0	0	0	0	0	0	0	66250	69400	76150	80050	83100	85600	87550	89400	91550	83150	
Median	0	0	0	0	0	0	0	0	0	61050	63100	68300	72050	74850	76550	76750	75850	79800	72900	
Lower Quartile	0	0	0	0	0	0	0	0	0	55150	57000	61550	65050	67550	68200	67700	68650	69950	64200	
Lower Decile	0	0	0	0	0	0	0	0	0	49250	53100	56950	59100	61100	61100	61300	62100	62250	57500	
Mean	0	0	0	0	0	0	0	0	0	61100	63450	69700	73300	76550	77850	79350	80750	82750	75150	
Supporting Data																				
Total Number	0	2	4	2	6	6	12	23	18	187	294	418	597	514	406	382	351	727	3949	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	2	4	5	21	35	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	

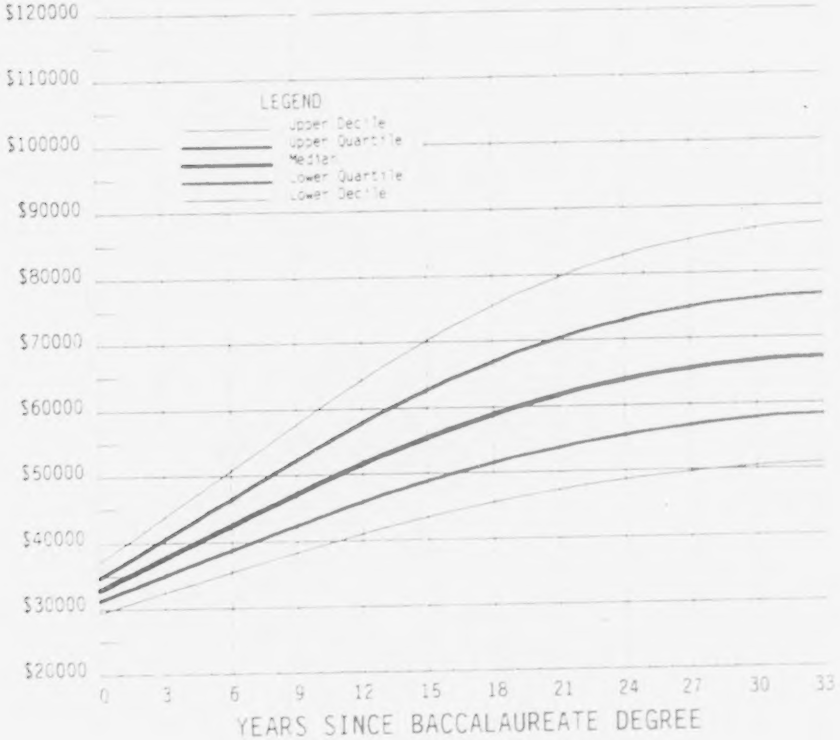
SALARY CURVES FOR ENGINEERS IN CONSULTING
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: CONSULTING, NON-SUPERVISORY

Years Since B.S	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38500	40550	42600	44750	46900	49100	51300	53550	55750	60100	66200	71550	75800	78900	81000	82200	82800	82900	72250	2.2
Upper Quartile	35800	37550	39400	41250	43150	45100	47000	48950	50850	54650	59950	64600	68400	71250	73200	74450	75150	75600	61000	2.2
Median	33450	34950	36450	38000	39550	41100	42700	44250	45750	48750	52950	56600	59600	61950	63650	64800	65550	66250	50300	2.2
Lower Quartile	30500	31750	33100	34400	35700	37050	38350	39650	40900	43400	46750	49650	51950	53700	54950	55800	56250	56700	40500	2.2
Lower Decile	27900	28950	30050	31150	32250	33350	34450	35500	36550	38600	41400	43900	45950	47550	48750	49650	50250	50950	34500	2.2
Mean	33350	34900	36450	38050	39650	41250	42850	44450	46050	49150	53450	57150	60250	62550	64200	65300	65950	66500	51850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37350	40300	42850	44600	47300	48950	53100	54300	56800	60850	65900	69900	74500	74350	79200	82200	83600	85400	72250	
Upper Quartile	35350	37050	39550	41150	43500	44150	48000	49600	51800	55850	60350	63300	66650	67150	71350	74250	75450	78050	61000	
Median	33850	34400	36350	37350	39500	40300	43050	44650	45500	50550	53300	56200	58550	59800	61650	63850	64100	68550	50300	
Lower Quartile	31200	31250	33200	33600	35000	36550	38850	39900	39850	44700	47250	50100	51550	52150	53450	54900	55400	58000	40500	
Lower Decile	28650	28800	30500	30050	31400	33000	35150	35300	35200	39550	41850	44300	45950	47250	48050	49050	49900	51250	34500	
Mean	33450	34450	36500	37550	39450	40750	43500	44850	46000	50300	53800	56800	59300	60100	62600	64600	65450	68350	51850	
Supporting Data																				
Total Number	212	304	323	377	320	387	374	367	391	862	698	524	467	393	385	353	336	791	7864	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	4	

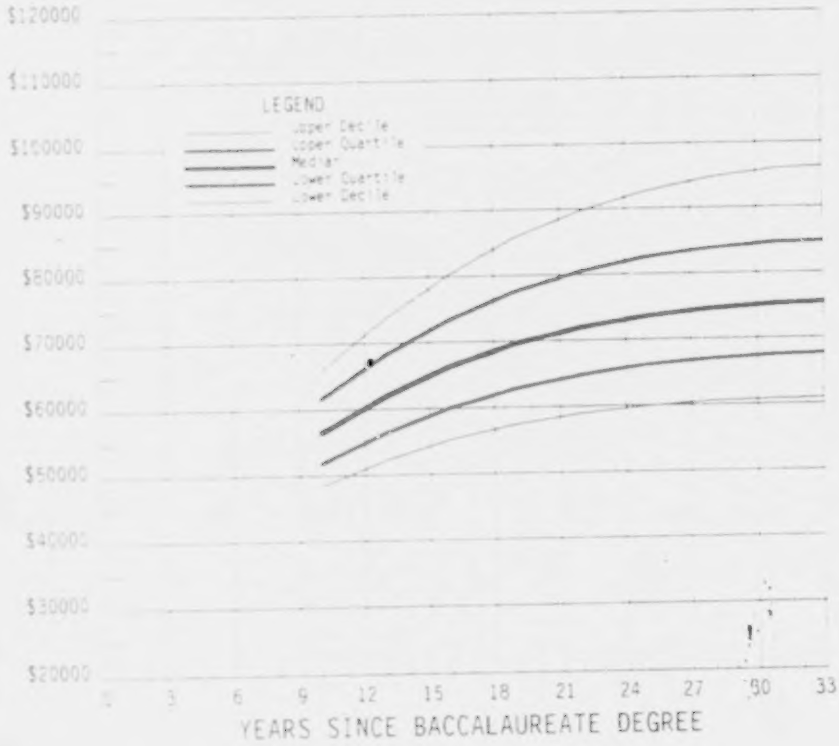
SALARY CURVES FOR ENGINEERS IN ENGINEERING SERVICES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES

Years Since B.S	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
								Smooth Curve Data												
Upper Decile	37050	39250	41450	43750	46050	48400	50750	53050	55400	59950	66400	72150	76950	80850	83750	85750	87050	88150	75850	3.6
Upper Quartile	34700	36600	38550	40500	42450	44450	46400	48400	50350	54150	59500	64200	68150	71300	73700	75300	76350	77250	65350	3.6
Median	32850	34450	36050	37650	39250	40850	42450	44050	45600	48650	52900	56700	59900	62500	64450	65900	66800	67700	53350	3.4
Lower Quartile	31250	32500	33750	35000	36300	37550	38750	40000	41200	43550	46850	49800	52300	54400	56000	57200	58050	58900	42550	3.2
Lower Decile	29350	30350	31400	32400	33400	34400	35400	36400	37350	39200	41800	44100	46100	47750	49050	50000	50650	51300	36100	3.2
Mean	33200	34750	36350	38000	39650	41250	42900	44500	46100	49250	53700	57650	61050	63800	65900	67450	68450	69400	55250	3.4
								Raw (Unsmoothed) Statistics												
Upper Decile	37150	40100	42200	43400	45850	46650	51100	53050	53650	60350	65800	73100	80050	82800	84050	84400	84650	86200	75850	
Upper Quartile	34700	37100	39050	40350	42450	43300	46350	48600	49050	54250	58800	65150	70200	73450	74250	74400	74750	75250	65350	
Median	33100	34750	36200	37200	39200	40300	42350	44150	44650	48600	52300	57850	61500	63450	64800	65500	66800	65550	53350	
Lower Quartile	31500	32600	33950	34500	36000	37050	39050	40500	40350	43500	46130	50700	53400	55050	56250	57200	58550	57100	42550	
Lower Decile	29500	30150	32050	31700	33250	34250	35700	36700	36550	39100	41550	44750	46300	48300	49100	50500	51750	49650	36100	
Mean	33350	35150	36800	37650	39500	40550	42950	44750	45000	49300	53050	58650	62650	65000	65850	67000	67850	67850	55250	
								Supporting Data												
Total Number	244	386	382	432	433	452	463	448	423	1123	1088	940	1133	981	939	832	742	1177	12618	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	2	2	0	3	2	17	27	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

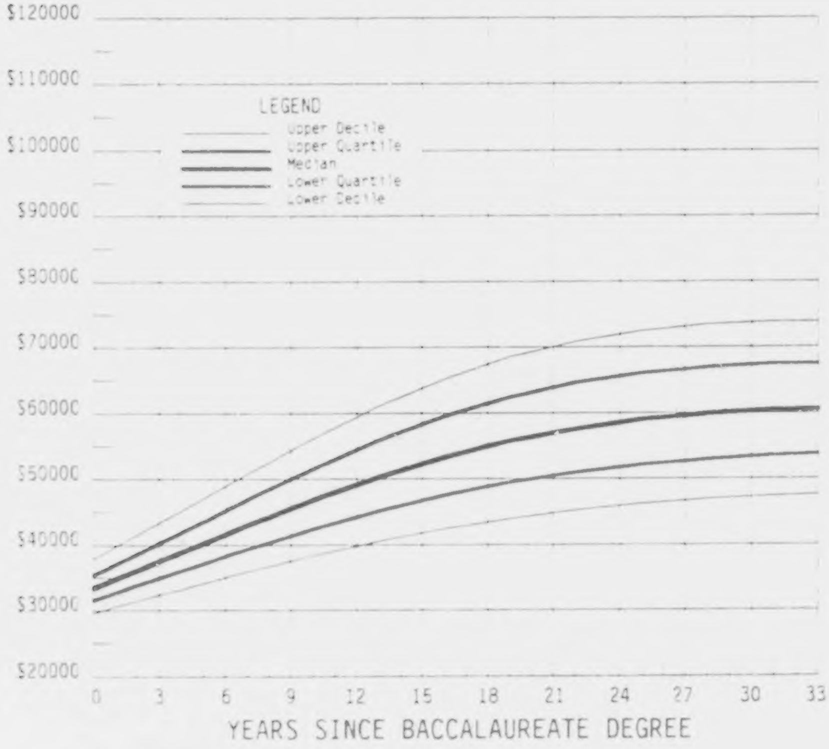
SALARY CURVES FOR ENGINEERS IN ENGINEERING SERVICES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	65650	73700	80350	85700	89750	92700	94700	95950	97100	89000	3.4
Upper Quartile	0	0	0	0	0	0	0	0	0	61550	68200	73500	77600	80500	82500	83800	84550	85150	78750	3.8
Median	0	0	0	0	0	0	0	0	0	56400	61950	66350	69650	72000	73600	74650	75250	75750	69800	3.8
Lower Quartile	0	0	0	0	0	0	0	0	0	51750	56400	60050	62800	64800	66150	67000	67550	68000	61200	3.6
Lower Decile	0	0	0	0	0	0	0	0	0	48300	52250	55250	57400	58900	59850	60450	60800	61100	54250	3.8
Mean	0	0	0	0	0	0	0	0	0	56950	62750	67500	71150	73800	75650	76850	77600	78250	71300	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	62000	0	67950	72150	79050	86800	88950	90250	94150	93750	102200	89000	
Upper Quartile	0	0	0	0	0	0	0	55250	0	62800	66950	72600	78250	80550	82850	83250	83000	86600	78750	
Median	0	0	0	0	0	0	0	49500	0	57800	61000	65650	69700	72650	74350	73800	73900	76650	69800	
Lower Quartile	0	0	0	0	0	0	0	46250	0	53150	55500	59600	62950	64500	66950	66050	68050	68350	61200	
Lower Decile	0	0	0	0	0	0	0	41750	0	48700	52700	55650	56950	57950	60600	59600	62050	61350	54250	
Mean	0	0	0	0	0	0	0	50800	0	58250	62000	67100	71300	73550	75150	76000	76700	80500	71300	
Supporting Data																				
Total Number	0	4	6	9	17	24	24	35	31	183	266	365	519	476	380	354	287	416	3396	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	2	2	0	3	2	17	27	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

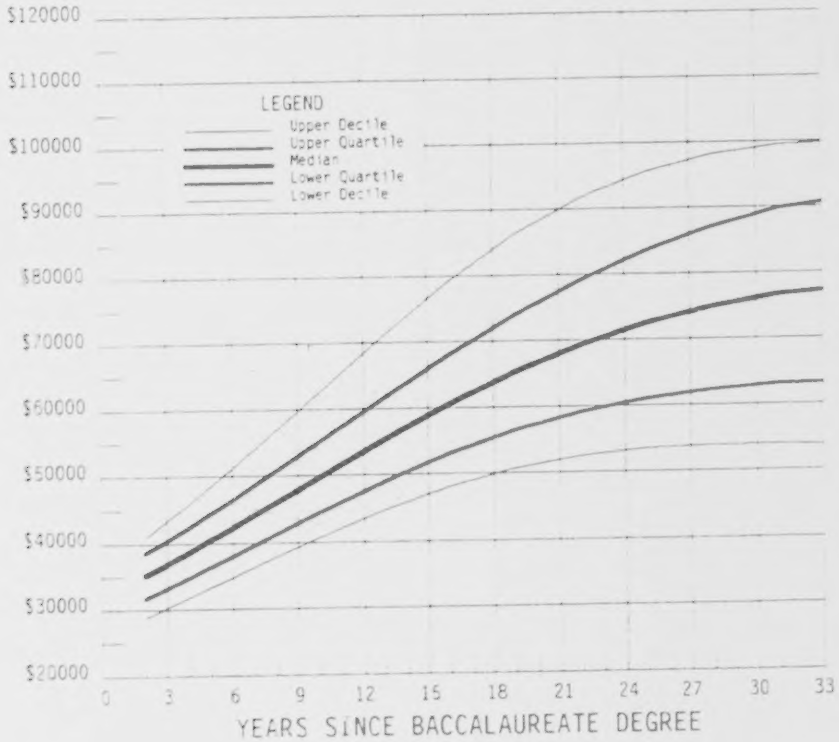
SALARY CURVES FOR ENGINEERS IN ENGINEERING SERVICES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	37850	39650	41500	43350	45200	47050	48900	50800	52600	56150	61000	65150	68450	70800	72400	73350	73800	74000	66000	2.2
Upper Quartile	35350	36950	38550	40200	41900	43550	45200	46850	48450	51550	55850	59500	62400	64550	66000	66900	67400	67700	57600	2.2
Median	33350	34700	36050	37450	38850	40200	41600	42950	44250	46800	50300	53300	55750	57600	58950	59850	60400	50950	47800	2.2
Lower Quartile	31550	32700	33800	34900	36050	37150	38250	39300	40350	42350	45100	47500	49450	50950	52150	52950	53550	54200	39850	2.2
Lower Decile	29550	30500	31400	32300	33200	34100	35000	35850	36700	38300	40500	42350	43900	45200	46150	46850	47350	48000	34800	2.2
Mean	33600	34950	36350	37750	39100	40500	41900	43250	44600	47150	50650	53650	56100	57950	59250	60100	60650	61150	49350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37150	39950	41650	43100	45450	46100	50550	52350	52650	57100	60250	63700	66900	69400	72300	73400	75700	74700	66000	
Upper Quartile	34700	37000	38900	40200	42150	43000	45900	47950	48450	52000	55200	58950	61650	63200	66300	66800	69050	67850	57600	
Median	33100	34700	36150	37150	39050	40050	42100	43750	44100	47050	49750	53150	55350	56850	59050	60000	61800	50700	47800	
Lower Quartile	31600	32600	33900	34450	35850	36950	38950	40200	40050	42600	44800	47550	48700	50050	52450	53300	55300	53650	39850	
Lower Decile	29500	30100	32050	31650	33100	34150	35550	36450	36450	38500	40200	42050	43650	44550	45800	47900	49350	47200	34800	
Mean	33250	34950	36600	37400	39200	40150	42600	44200	44450	47550	50200	53300	55350	56900	59500	60350	62300	60950	49350	
Supporting Data																				
Total Number	244	382	376	423	416	428	439	413	392	940	822	575	614	505	559	478	455	761	9222	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

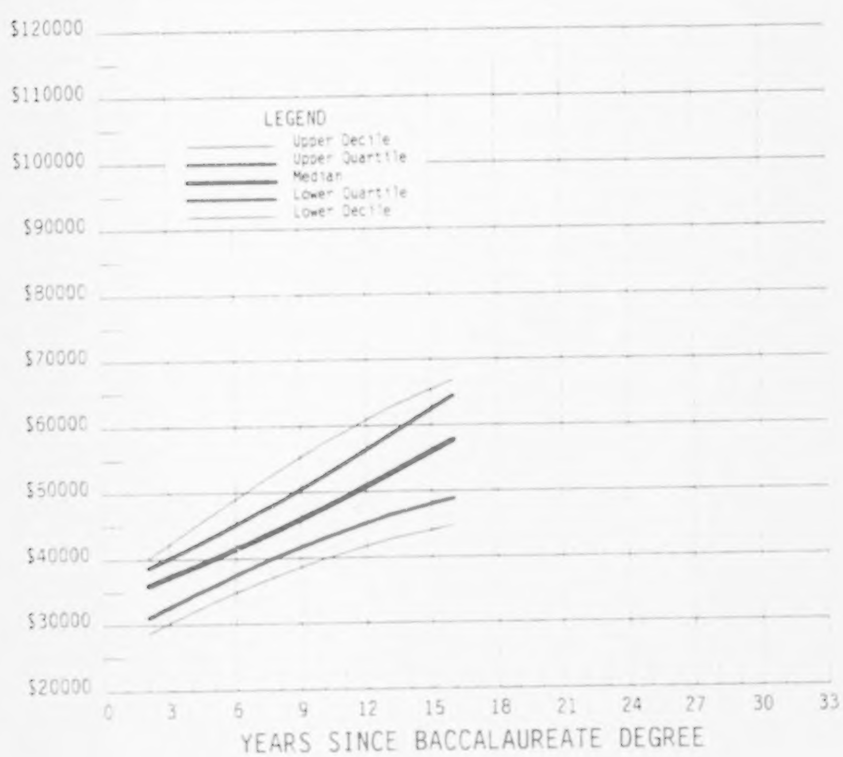
SALARY CURVES FOR ENGINEERS IN ENVIRONMENTAL SERVICES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ENVIRONMENTAL SERVICES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	40850	43300	45800	48450	51150	53950	56800	62550	71150	79250	86200	91650	95550	98050	99450	100250	83450	2.2
Upper Quartile	0	0	38500	40400	42350	44400	46450	48550	50700	55050	61650	68050	73950	79200	83550	87050	89700	93300	67150	2.2
Median	0	0	35150	36850	38650	40450	42250	44100	46000	49750	55350	60600	65300	69300	72500	74900	76650	78800	51900	2.2
Lower Quartile	0	0	31650	33200	34800	36400	38000	39600	41250	44450	49000	53100	56500	59150	61050	62300	63050	63700	41500	2.2
Lower Decile	0	0	28800	30250	31750	33250	34800	36300	37800	40750	44800	48150	50700	52450	53450	53850	53900	53450	35300	2.2
Mean	0	0	35000	36800	38650	40550	42500	44450	46450	50400	56300	61750	66500	70400	73400	75550	76950	78500	56200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	40050	42450	44650	47150	60700	48750	59600	66000	66200	79950	86000	86500	94900	98400	113450	100000	83450	
Upper Quartile	0	0	38600	39600	42750	44950	48650	46800	49450	54750	61300	67800	75700	81250	76250	95950	99200	90000	67150	
Median	0	0	35500	36850	39650	40700	42700	42250	44750	48650	54600	63400	69250	74850	64650	74300	86850	76450	51900	
Lower Quartile	0	0	31800	34050	34500	35950	38500	38700	42450	43500	46800	57350	58650	64900	58750	58650	57650	65050	41500	
Lower Decile	0	0	30150	29050	29850	34800	36450	35200	41250	38650	44950	47100	54900	61150	49350	47900	43800	58400	35300	
Mean	0	0	35200	36250	38550	40800	44700	42250	47300	50000	54950	63550	68800	73350	67550	74550	82400	78300	56200	
Supporting Data																				
Total Number	4	7	13	17	16	19	19	16	13	38	34	21	24	21	21	15	11	29	337	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

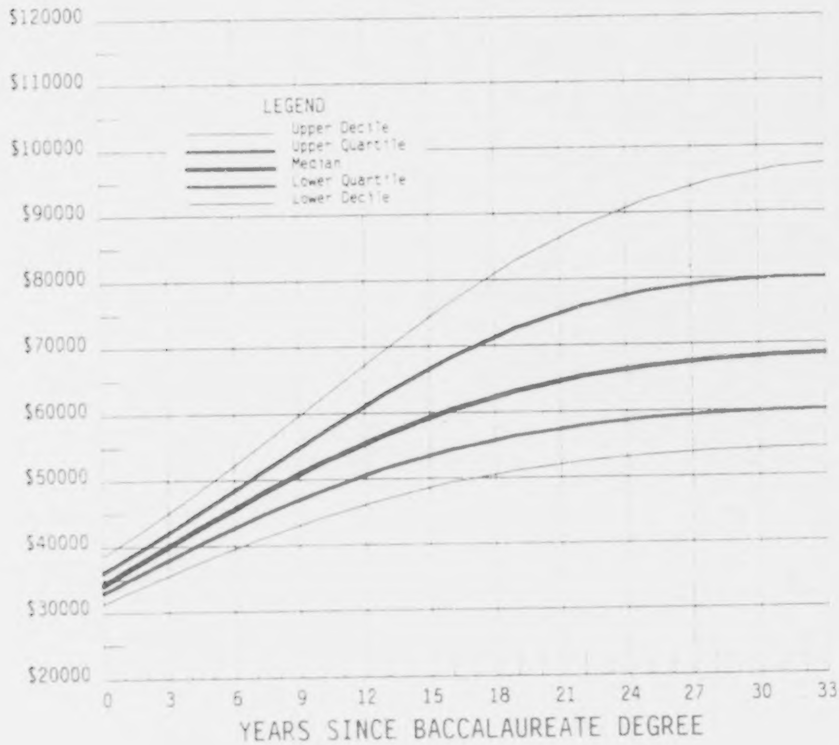
SALARY CURVES FOR ENGINEERS IN ENVIRONMENTAL SERVICES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ENVIRONMENTAL SERVICES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	40050	42300	44600	46800	49050	51200	53300	57300	62550	66900	0	0	0	0	0	0	63750	3.6
Upper Quartile	0	0	38600	40150	41750	43400	45100	46850	48600	52350	58250	64450	0	0	0	0	0	0	54250	2.2
Median	0	0	35950	37250	38600	40000	41450	42900	44400	47550	52500	57700	0	0	0	0	0	0	44450	2.2
Lower Quartile	0	0	31050	32700	34350	35900	37450	38950	40400	43000	46350	48950	0	0	0	0	0	0	38150	4.0
Lower Decile	0	0	28700	30300	31850	33350	34800	36150	37450	39800	42700	44800	0	0	0	0	0	0	33800	4.6
Mean	0	0	35050	36750	38400	40050	41750	43400	45000	48150	52550	56400	0	0	0	0	0	0	46700	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	40050	41750	44650	47150	51350	48450	55100	55700	63850	66450	0	0	0	0	0	0	63750	
Upper Quartile	0	0	38600	38300	42750	44950	47750	44500	47200	50900	59700	64100	0	0	0	0	0	0	54250	
Median	0	0	35500	36600	39650	40700	42300	41250	44150	47000	53000	57800	0	0	0	0	0	0	44450	
Lower Quartile	0	0	31800	31500	34500	35950	38150	38150	42250	42300	46650	48750	0	0	0	0	0	0	38150	
Lower Decile	0	0	30150	28950	29850	34800	36400	34800	41150	37750	44800	42500	0	0	0	0	0	0	33800	
Mean	0	0	35200	35800	38550	40800	43600	41400	45750	46800	53750	55950	-0	0	0	0	0	0	46700	
Supporting Data																				
Total Number	4	7	13	15	16	19	18	13	11	31	28	10	10	6	8	6	3	8	227	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

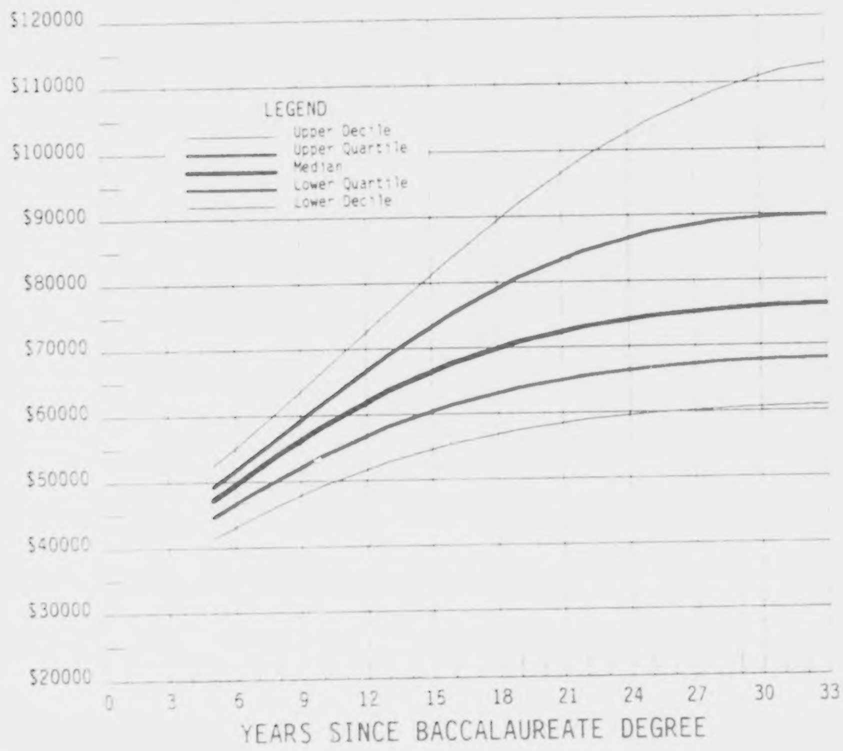
SALARY CURVES FOR ENGINEERS IN ELECTRIC & GAS UTILITIES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38500	40600	42800	45000	47350	49700	52150	54600	57100	62150	69650	76650	82900	88000	92000	94850	96800	98950	76200	2.2
Upper Quartile	36050	38000	39950	42000	44100	46250	48400	50550	52700	56950	63000	68350	72650	75850	78050	79300	79950	80200	65100	2.2
Median	34150	36100	38050	39950	41900	43750	45600	47450	49200	52450	56800	60400	63200	65250	66700	67700	68250	68700	55500	3.8
Lower Quartile	32900	34600	36300	37950	39600	41200	42750	44200	45650	48250	51650	54350	56400	57850	58850	59500	59850	60100	46950	4.0
Lower Decile	31350	32750	34150	35550	36900	38250	39500	40750	41950	44150	47000	49350	51100	52400	53300	53900	54200	54450	37850	4.0
Mean	35200	36900	38650	40400	42200	44000	45800	47650	49450	53000	57950	62300	65900	68650	70600	71900	72650	73300	57500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37550	37950	43600	49100	48950	52650	53050	57000	58200	62750	67900	75300	80700	85800	91450	95750	98150	108050	76200	
Upper Quartile	35650	37350	39900	41400	45100	47300	48700	52300	54000	57400	62650	67200	71150	75150	78200	79550	82550	82250	65100	
Median	34800	36400	37200	38750	41450	43250	45400	48900	49250	52800	56800	60200	63650	65700	66700	67250	67950	67150	55500	
Lower Quartile	33900	34900	35750	36650	38600	40100	42100	44400	45150	49500	51800	53900	56900	58200	58400	59250	59900	57900	46950	
Lower Decile	32050	33300	33700	34350	36250	37500	38900	39500	41050	45200	47500	49300	51700	52500	53000	53650	53350	52450	37850	
Mean	35450	36550	38300	40450	42450	44450	45800	48000	49350	53500	57600	61550	65450	68450	70450	72350	73100	74300	57500	
Supporting Data																				
Total Number	240	485	335	335	384	381	465	340	385	1846	1387	1206	1351	1053	640	505	357	524	12221	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	3	5	10	11	14	8	28	80	
Less Than $22000	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	3	

SALARY CURVES FOR ENGINEERS IN ELECTRIC & GAS UTILITIES
SUPERVISORS, ALL DEGREE LEVELS

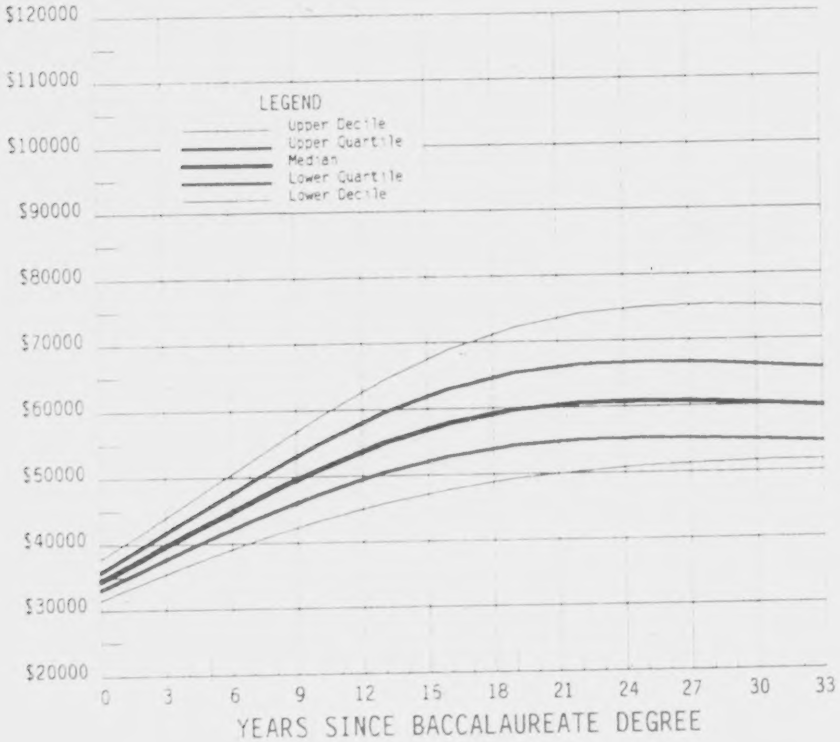


1992 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	52350	55050	57800	60650	66500	75400	84000	91950	98850	104500	108750	111850	115650	90400	2.2
Upper Quartile	0	0	0	0	0	49200	51650	54200	56700	61750	68950	75450	80750	84700	87400	89000	89750	89950	77750	2.2
Median	0	0	0	0	0	47200	49600	51900	54150	58300	63600	67800	70900	73100	74600	75550	76100	76600	67700	3.6
Lower Quartile	0	0	0	0	0	44600	46600	48550	50400	53850	58150	61450	63900	65600	66750	67500	67900	68250	59600	3.8
Lower Decile	0	0	0	0	0	41350	43100	44750	46350	49250	52800	55500	57450	58850	59750	60300	60650	60900	52150	3.8
Mean	0	0	0	0	0	46850	49050	51250	53400	57750	63950	69450	73950	77400	79800	81300	82150	82650	70900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	66250	60900	62650	61200	68550	75350	83600	87200	94300	103650	113500	111300	128400	90400	
Upper Quartile	0	0	0	0	0	56500	55100	56300	58150	63750	68800	74950	78300	82050	86900	87800	89050	98600	77750	
Median	0	0	0	0	0	50700	49600	49750	54500	58950	63350	67250	70000	73250	75650	74750	77100	77550	67700	
Lower Quartile	0	0	0	0	0	45100	47100	47550	49300	54100	58700	60850	63800	65650	66900	67050	67950	68850	59600	
Lower Decile	0	0	0	0	0	40500	40900	44750	46000	50000	52950	55050	57750	59100	58100	60500	61800	60800	52150	
Mean	0	0	0	0	0	51800	51000	52150	53600	59300	64200	68750	72150	76000	79500	81400	82050	87050	70900	
Supporting Data																				
Total Number	2	4	14	23	32	53	59	70	77	410	425	469	605	527	298	255	195	261	3779	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	3	5	10	11	14	8	28	80	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

]

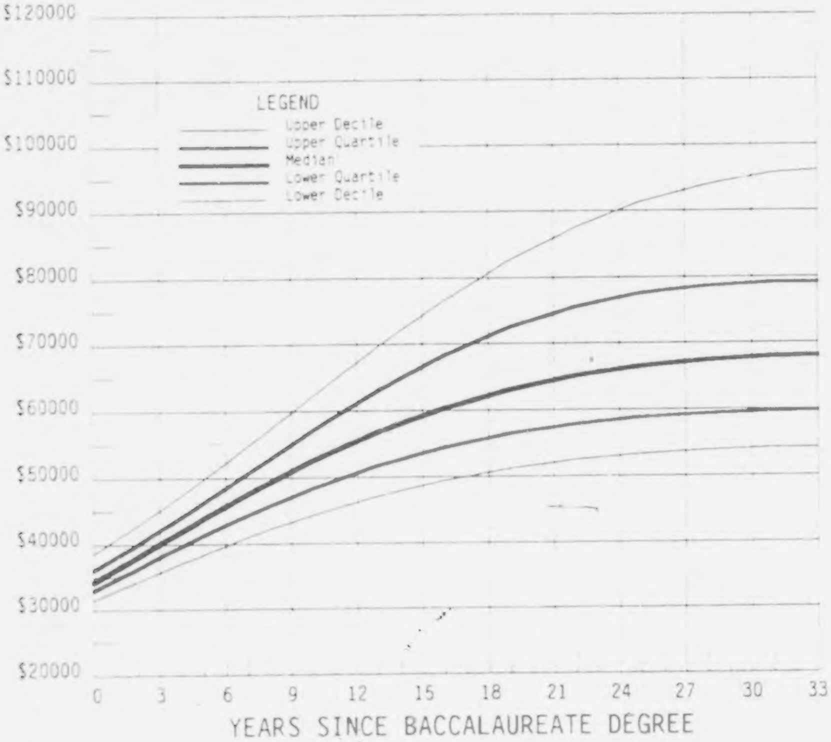
SALARY CURVES FOR ENGINEERS IN ELECTRIC & GAS UTILITIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37700	39750	41800	43950	46100	48300	50450	52600	54750	58850	64400	68900	72100	74150	75100	75350	75100	74000	65200	2.2
Upper Quartile	35800	37750	39650	41650	43600	45600	47550	49500	51350	54900	59550	63000	65300	66450	66750	66500	65900	64400	58500	2.2
Median	34450	36150	37900	39650	41400	43100	44800	46450	48100	51100	54950	57800	59650	60600	60800	60600	60100	58850	51600	2.2
Lower Quartile	33100	34600	36150	37650	39150	40650	42100	43500	44850	47350	50500	52850	54350	55100	55250	55100	54700	53700	43000	2.2
Lower Decile	31500	32850	34150	35450	36700	37900	39100	40200	41300	43250	45800	47750	49250	50300	51050	51450	51700	51850	36650	4.2
Mean	34950	36600	38300	40000	41700	43350	45000	46650	48250	51200	55100	58100	60200	61450	62050	62100	61900	61050	51500	2.2
Raw (Unsmootned) Statistics																				
Upper Decile	37250	37950	43150	43800	47450	49400	51850	55200	56600	59250	63400	66750	70050	71700	76800	79000	73600	79150	65200	
Upper Quartile	35600	37350	39650	40850	44550	46100	47400	51900	52300	55150	58950	61900	64750	65700	67350	67200	66800	65550	58500	
Median	34800	36350	37200	38600	41200	42700	45050	48450	48250	51900	54500	56850	58900	60200	61450	60950	60900	59450	51600	
Lower Quartile	33850	34900	35800	36650	38650	39750	41750	43450	44550	48650	50550	51800	54150	54450	55250	55700	55200	53950	43000	
Lower Decile	32050	33250	34000	34400	36400	37100	38750	38950	40450	44300	46250	47700	49650	50300	51000	50650	50550	49850	36650	
Mean	35200	36300	38100	39650	41950	43250	45050	47950	48300	51850	54650	56950	60000	60900	62500	63100	62300	61600	51500	
Supporting Data																				
Total Number	238	481	321	312	352	328	406	270	308	1436	962	739	746	526	342	250	162	263	8442	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	3	

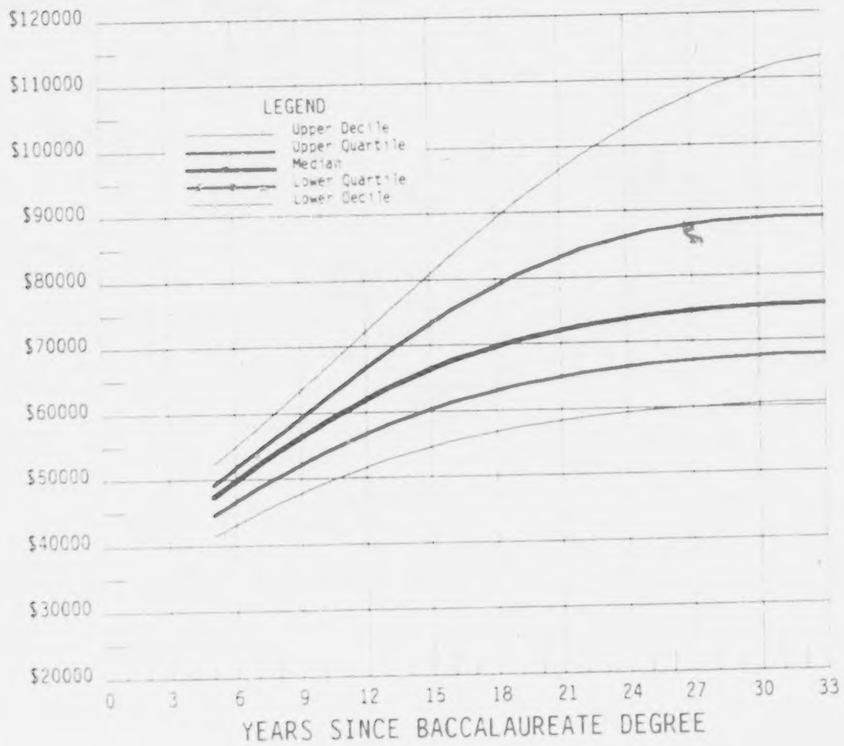
SALARY CURVES FOR ENGINEERS IN ELECTRIC UTILITIES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES

Years Since B.S	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38550	40650	42850	45100	47450	49800	52250	54700	57200	62250	69700	76600	82650	87550	91300	93900	95650	97400	75850	2.2
Upper Quartile	36050	38000	40000	42050	44150	46300	48450	50650	52800	57100	63100	68350	72500	75550	77550	78650	79150	79100	65000	2.2
Median	34200	36150	38100	40050	41950	43900	45750	47550	49300	52550	56850	60350	63100	65100	66500	67400	67950	68350	55500	3.8
Lower Quartile	32950	34650	36350	38050	39700	41300	42850	44350	45750	48400	51750	54450	56450	57850	58800	59350	59700	59900	47050	4.2
Lower Decile	31450	32900	34300	35700	37100	38400	39700	40950	42150	44350	47150	49450	51200	52450	53300	53850	54150	54400	37850	4.0
Mean	35250	36950	38700	40450	42250	44100	45900	47750	49550	53050	58000	62350	65850	68500	70350	71550	72200	72700	57450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37550	37950	43650	50250	49150	52700	53150	57150	58300	62700	67800	75150	80800	85050	91350	95700	98300	104550	75850	
Upper Quartile	35650	37400	39950	41500	45250	47450	48800	52400	54050	57450	62600	67150	71200	74900	78250	79100	82150	80150	65000	
Median	34800	36400	37250	38800	41700	43350	45500	49100	49400	52850	56750	60200	63650	65550	66550	67250	67650	66250	55500	
Lower Quartile	33900	34950	35800	36650	38700	40200	42300	44650	45300	49700	51800	54050	57000	58100	58300	59250	59800	57450	47050	
Lower Decile	32050	33550	33900	34300	36350	37750	39050	39750	41250	45400	47550	49450	51900	52500	52900	53600	53250	52250	37850	
Mean	35450	36550	38400	40600	42650	44550	45900	49000	49500	53550	57550	61550	65500	68250	70300	72350	72900	73250	57450	
Supporting Data																				
Total Number	240	477	331	315	368	359	450	326	375	1775	1335	1172	1324	1017	617	487	341	489	11798	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	3	5	10	10	14	8	26	77	
Less Than $22000	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	3	

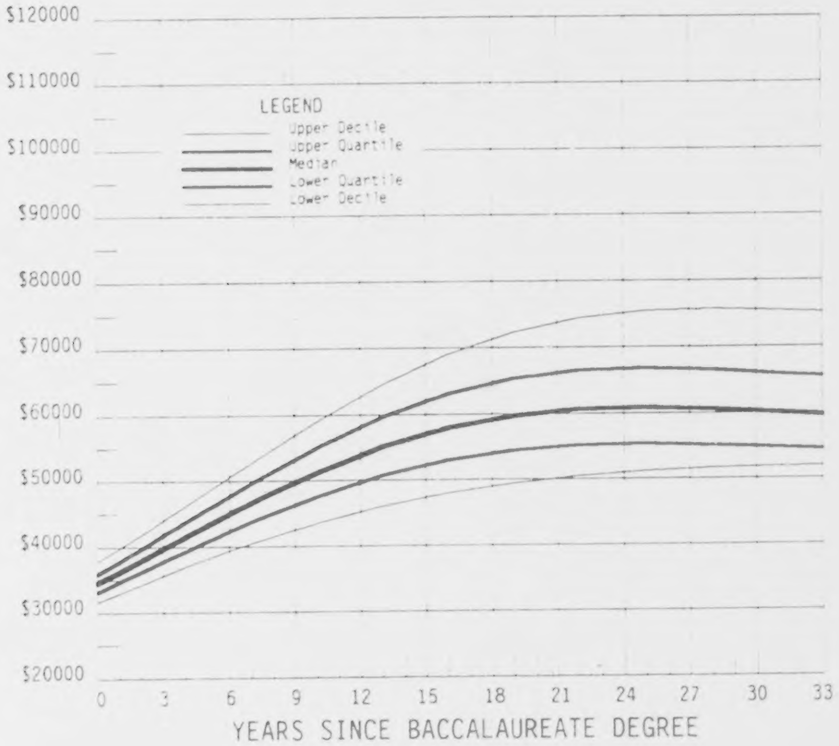
SALARY CURVES FOR ENGINEERS IN ELECTRIC UTILITIES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	52200	54900	57650	60450	66250	75100	83700	91700	98700	104450	108900	112150	116300	89800	2.2
Upper Quartile	0	0	0	0	0	49150	51650	54150	56700	61750	69000	75400	80600	84400	86850	88200	88750	88600	77350	2.2
Median	0	0	0	0	0	47350	49750	52050	54300	58400	63600	67650	70600	72700	74050	74950	75450	75850	67550	3.8
Lower Quartile	0	0	0	0	0	44600	46600	48550	50400	53800	58100	61400	63800	65450	66600	67300	67750	68050	59500	3.8
Lower Decile	0	0	0	0	0	41350	43100	44800	46350	49200	52750	55450	57400	58700	59600	60150	60450	60700	52050	4.0
Mean	0	0	0	0	0	47150	49450	51750	54000	58400	64350	69400	73500	76650	78950	80550	81600	82700	70650	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	65800	61050	62750	61250	68100	75200	83350	87200	93600	103450	114150	112250	130200	89800	
Upper Quartile	0	0	0	0	0	55450	55250	56450	58300	63650	68750	74850	78350	81550	87100	87900	89000	95600	77350	
Median	0	0	0	0	0	50400	49400	49800	54500	58950	63400	67200	70000	72850	75800	74550	76000	75450	67550	
Lower Quartile	0	0	0	0	0	44900	47050	47650	49200	54100	58550	60950	63750	65400	67000	67050	67550	68350	59500	
Lower Decile	0	0	0	0	0	40300	40800	44800	45950	49950	52600	55650	57750	58800	58200	60300	61300	60100	52050	
Mean	0	0	0	0	0	51400	50950	52200	53550	59150	64100	68750	72200	75600	79600	81400	81950	86000	70650	
Supporting Data																				
Total Number	2	4	14	21	32	51	57	69	75	386	398	450	594	506	281	244	182	233	3599	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	3	5	10	10	14	8	26	77	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

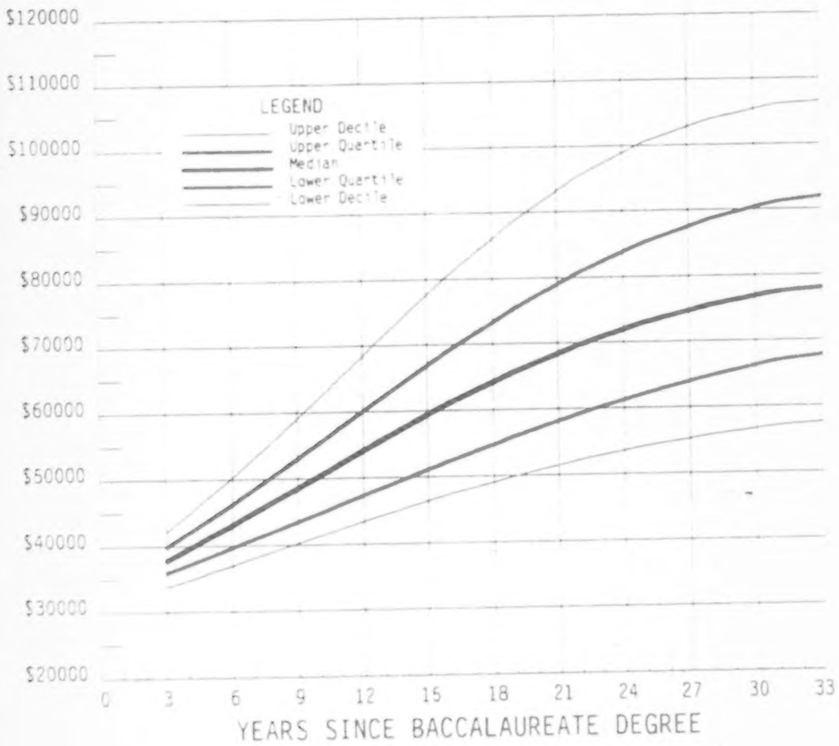
SALARY CURVES FOR ENGINEERS IN ELECTRIC UTILITIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37750	39800	41850	44000	46150	48350	50500	52650	54800	58950	64500	69000	72300	74350	75400	75650	75450	74400	65250	2.2
Upper Quartile	35850	37750	39700	41700	43650	45650	47600	49550	51450	55000	59600	63100	65350	66500	66800	66500	65900	64350	58550	2.2
Median	34500	36250	37950	39700	41450	43200	44900	46600	48200	51200	55050	57900	59700	60650	60850	60550	60050	58800	51750	2.2
Lower Quartile	33150	34700	36200	37750	39250	40750	42250	43650	45000	47550	50700	53000	54450	55150	55300	55100	54700	53650	43150	2.2
Lower Decile	31600	32950	34300	35600	36900	38100	39300	40400	41500	43450	46000	47950	49400	50450	51150	51600	51800	52000	36650	4.2
Mean	35000	36700	38350	40050	41750	43450	45150	46750	48350	51350	55250	58250	60350	61600	62100	62150	61950	61050	51650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37250	37950	43200	43900	47700	49550	51950	55200	56700	59350	63450	66850	70000	71850	77050	79700	74200	79600	65250	
Upper Quartile	35600	37350	39700	40900	44700	46200	47600	52000	52400	55200	58950	61950	64800	65700	67300	67400	66900	65500	58550	
Median	34800	36400	37250	38600	41450	42800	45150	48700	48450	52000	54600	56900	58950	60150	61350	61100	61100	59400	51750	
Lower Quartile	33850	34950	35900	36650	38750	39850	41950	43750	44700	48850	50650	51900	54300	54500	55250	55700	55350	53950	43150	
Lower Decile	32050	33500	34100	34400	36500	37300	38950	39200	40700	44500	46400	47900	50000	50350	51050	50700	50700	49900	36650	
Mean	35200	36350	38150	39750	42100	43400	45200	48100	48500	52000	54750	57100	60050	60950	62500	63300	62550	61650	51650	
Supporting Data																				
Total Number	238	473	317	294	336	308	393	257	300	1389	937	722	730	511	336	243	159	256	8199	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	3	

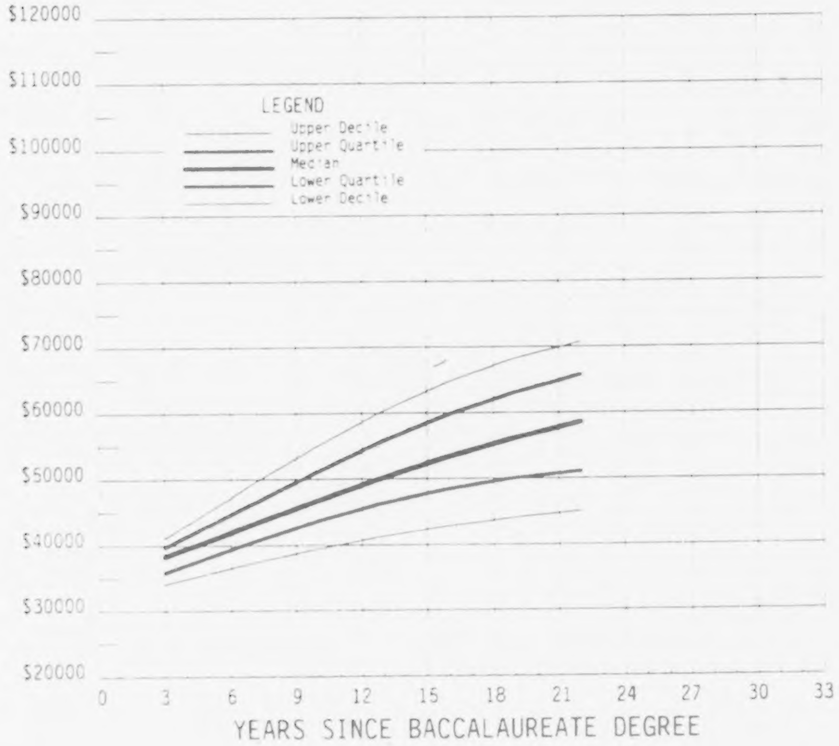
SALARY CURVES FOR ENGINEERS IN GAS UTILITIES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: GAS UTILITIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	42100	44700	47400	50150	53050	56000	62100	71500	80550	88700	95400	100450	103900	106000	107800	85100	2.2
Upper Quartile	0	0	0	39800	41900	44000	46150	48400	50650	55300	62300	69100	75350	80750	85200	88650	91200	94450	69350	2.2
Median	0	0	0	37750	39500	41250	43050	44900	46700	[illegible]	55900	61100	65750	69750	73000	75550	77400	79850	54950	2.2
Lower Quartile	0	0	0	35900	37150	38350	39650	40900	42200	44750	48600	52350	55950	59250	62200	64800	66950	70350	44200	2.2
Lower Decile	0	0	0	33700	34750	35850	36950	38050	39150	41300	44400	47300	49900	52200	54150	55750	57000	58900	37600	2.2
Mean	0	0	0	37950	39750	41600	43500	45400	47350	51250	57050	62600	67600	71950	75500	78250	80250	82950	59150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	42350	40850	49350	51800	51350	54550	64000	71650	84050	78100	100950	93200	95250	96500	120300	85100	
Upper Quartile	0	0	0	40450	40050	45100	44500	47200	46600	57050	64150	69900	69600	83800	77700	82800	86900	103050	69350	
Median	0	0	0	38400	38800	41550	42000	43800	44200	50400	59800	59150	63550	71700	71200	66550	77500	84300	54950	
Lower Quartile	0	0	0	36450	36600	38200	37900	40150	39500	46400	50050	50950	50650	62300	62450	59550	68000	72600	44200	
Lower Decile	0	0	0	34750	33450	36100	36300	36600	33900	42600	47100	45700	46300	51800	54950	55850	55100	60500	37600	
Mean	0	0	0	38350	38350	42850	42150	44150	44100	52450	59150	61850	62750	74250	74200	71650	76650	88400	59150	
Supporting Data																				
Total Number	0	8	4	21	16	22	16	14	11	70	52	36	27	35	24	18	15	34	423	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	2	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

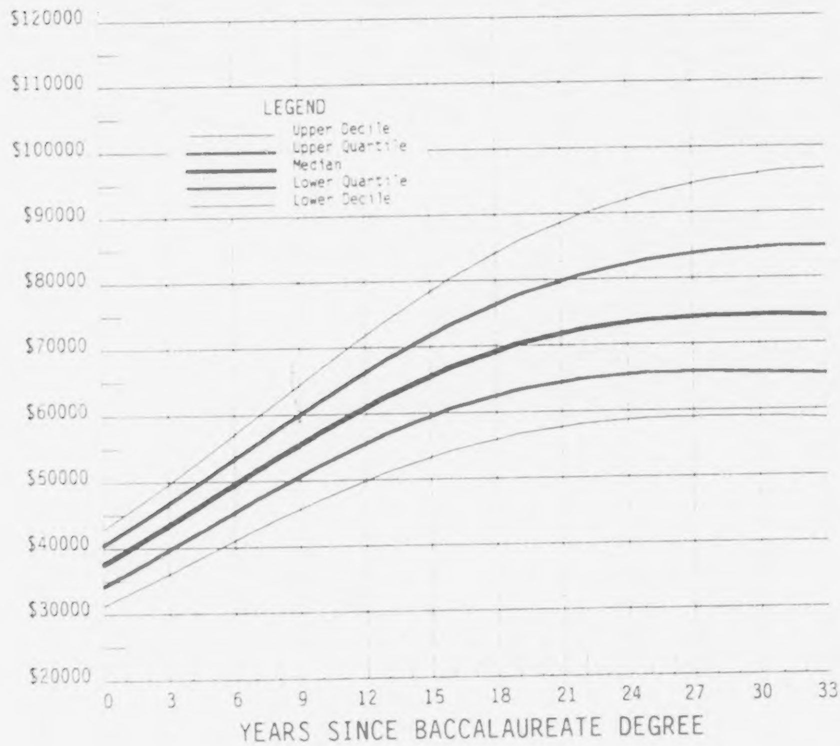
SALARY CURVES FOR ENGINEERS IN GAS UTILITIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: GAS UTILITIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	41050	43100	45150	47200	49250	51250	55100	60350	64750	68250	70750	0	0	0	0	62250	4.4
Upper Quartile	0	0	0	39700	41350	43000	44650	46300	47950	51200	55750	59750	63100	65700	0	0	0	0	53050	4.0
Median	0	0	0	38250	39500	40700	41950	43200	44400	46800	50200	53350	56150	58500	0	0	0	0	45750	2.2
Lower Quartile	0	0	0	35750	37000	38200	39350	40500	41600	43700	46400	48500	50050	51050	0	0	0	0	39450	2.2
Lower Decile	0	0	0	34100	34900	35700	36500	37250	38000	39400	41250	42800	44050	45050	0	0	0	0	35600	2.2
Mean	0	0	0	37800	39200	40600	41950	43300	44650	47200	50800	53850	56450	58450	0	0	0	0	47200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	41950	40850	46800	45000	51750	0	54350	62600	62300	70700	69050	0	0	0	0	62250	
Upper Quartile	0	0	0	40250	40050	43850	43250	47650	0	50900	56350	59650	63900	64650	0	0	0	0	53050	
Median	0	0	0	38400	38800	41050	41350	43250	0	47700	49650	52250	53900	61250	0	0	0	0	45750	
Lower Quartile	0	0	0	36650	36600	37900	37550	39750	0	44750	47400	46150	48750	52600	0	0	0	0	39450	
Lower Decile	0	0	0	34950	33450	36000	36150	36350	0	40200	43100	37600	45450	46200	0	0	0	0	35600	
Mean	0	0	0	38300	38350	41150	40350	44000	0	47550	51350	52050	56350	59150	0	0	0	0	47200	
Supporting Data																				
Total Number	0	8	4	19	16	20	13	13	9	45	24	16	16	15	7	7	3	7	241	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

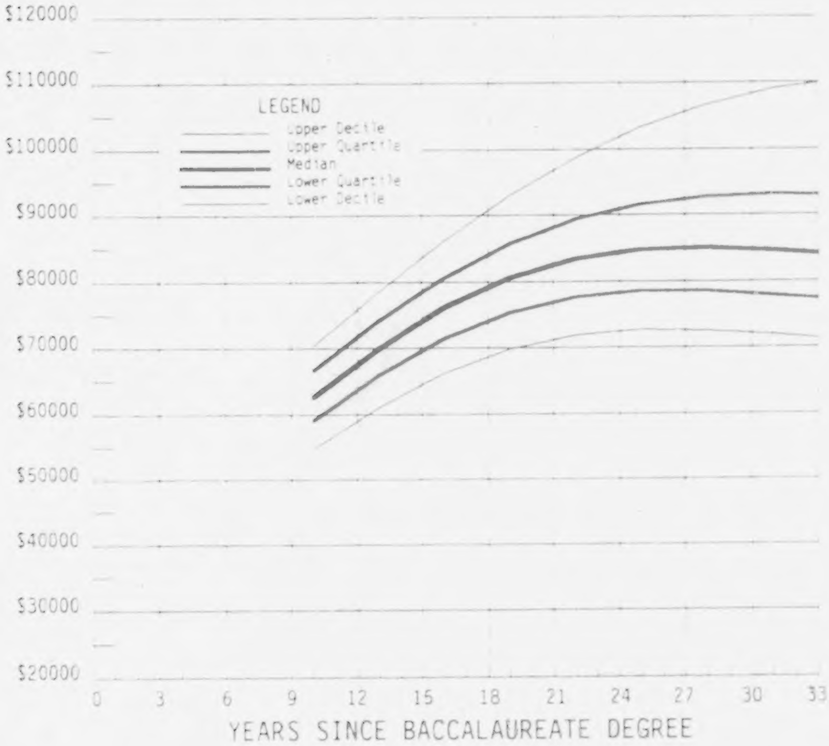
SALARY CURVES FOR ENGINEERS IN RESEARCH & DEVELOPMENT ORGANIZATIONS
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT ORGANIZATIONS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42800	45050	47300	49650	52050	54500	57000	59500	61950	66950	74050	80450	85800	90000	93050	95100	96300	97400	83500	2.2
Upper Quartile	40400	42450	44550	46700	48900	51100	53350	55550	57800	62100	68200	73450	77650	80750	82850	84100	84750	85000	71900	2.2
Median	37550	39450	41450	43450	45450	47500	49550	51550	53550	57400	62650	67000	70250	72450	73750	74300	74350	73800	61950	2.2
Lower Quartile	34200	36000	37800	39650	41550	43400	45300	47150	48950	52400	57050	60750	63350	64950	65700	65800	65600	64600	52800	2.2
Lower Decile	31250	32850	34450	36050	37700	39350	41000	42600	44200	47200	51200	54400	56700	58100	58800	59000	58850	58100	44500	2.2
Mean	37650	39500	41450	43400	45400	47450	49450	51450	53450	57350	62750	67350	71000	73600	75300	76300	76750	76750	63500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	43650	46200	48550	51050	54950	57950	61150	62550	68200	74350	79250	82500	87550	90950	97800	97900	99100	83500	
Upper Quartile	0	41850	43450	46150	48550	51850	54500	57650	58800	63450	67900	71500	74700	78600	82250	84800	84800	87800	71900	
Median	0	37900	41350	43550	45300	48800	50750	53750	54750	59100	62700	64800	66850	67850	73150	75150	75100	77450	61950	
Lower Quartile	0	34950	36050	39150	40950	44300	45800	48750	49700	54100	57450	59250	61050	61250	64900	65400	65750	67750	52800	
Lower Decile	0	31650	32950	35700	37250	40400	41650	43950	44400	48150	51300	53600	54950	55550	58750	59300	58500	60050	44500	
Mean	0	38150	40300	42750	44750	48300	50150	53100	54250	58750	63000	65800	68250	70500	74650	77100	77400	79200	63500	
Supporting Data																				
Total Number	142	252	370	588	687	835	996	968	910	2993	2623	2042	1700	1604	1417	1345	1095	1979	22547	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	3	6	9	17	23	60	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

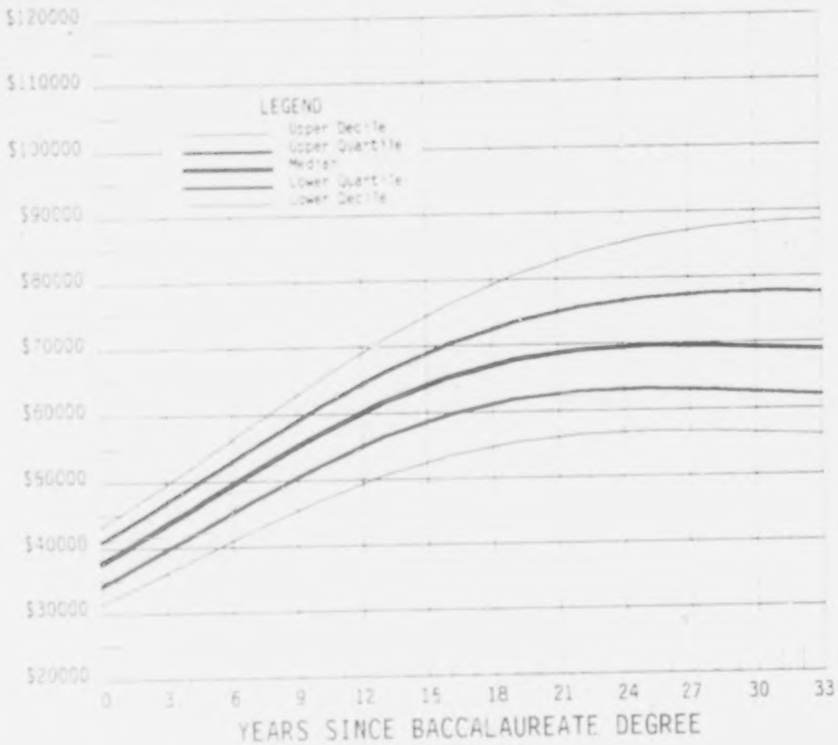
SALARY CURVES FOR ENGINEERS IN RESEARCH & DEVELOPMENT ORGANIZATIONS
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS, RESEARCH & DEVELOPMENT ORGANIZATIONS, SUPERVISORY

Years Since B.S	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	70350	78500	86200	93000	98750	103300	106700	109050	111950	98400	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	66650	74150	80600	85750	89350	91600	92750	93100	92600	86700	2.2
Median	0	0	0	0	0	0	0	0	0	62600	69950	76100	80600	83400	84750	85000	84550	82800	78900	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	59100	65900	71450	75350	77650	78550	78500	77850	75850	72300	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	54700	61050	66200	69800	71900	72650	72500	71850	69900	65600	2.2
Mean	0	0	0	0	0	0	0	0	0	63100	70250	76350	81150	84500	86500	87450	87650	86950	81050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	75950	81850	86000	87200	93850	99150	109550	113750	114350	98400	
Upper Quartile	0	0	0	0	0	0	0	0	0	73300	76950	79850	82000	85250	88200	92050	94000	96750	86700	
Median	0	0	0	0	0	0	0	0	0	69500	72950	74950	76450	80400	81650	83900	83850	87200	78900	
Lower Quartile	0	0	0	0	0	0	0	0	0	65300	68450	70600	71050	75150	76450	77900	77100	79300	72300	
Lower Decile	0	0	0	0	0	0	0	0	0	61200	62550	65250	66300	69800	71150	72000	69700	73400	65600	
Mean	0	0	0	0	0	0	0	0	0	68800	72850	75700	76900	81650	84000	86900	87850	90450	81050	
Supporting Data																				
Total Number	0	0	0	.	6	6	28	30	36	240	417	394	423	429	491	450	352	634	3938	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	6	6	11	21	47	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

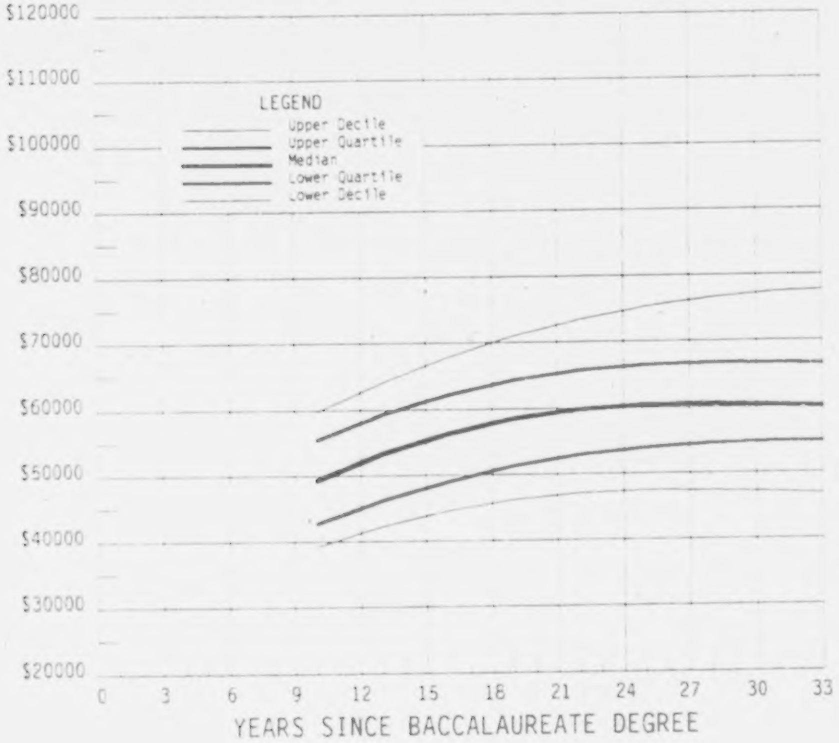
SALARY CURVES FOR ENGINEERS IN RESEARCH & DEVELOPMENT ORGANIZATIONS
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT ORGANIZATIONS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	43200	45300	47450	49600	51800	54050	56250	58500	60700	65000	71050	76350	80600	83850	86150	87600	88400	89000	75800	2.2
Upper Quartile	40850	42800	44800	46850	48900	51000	53050	55050	57050	60900	66050	70300	73500	75700	76950	77550	77700	77300	66650	2.2
Median	37650	39550	41550	43500	45500	47500	49500	51450	53350	56950	61650	65250	67750	69100	69650	69600	69150	67900	59450	2.2
Lower Quartile	34150	35950	37800	39650	41500	43350	45200	47050	48800	52150	56450	59700	61800	62900	63150	62900	62350	60950	50850	2.2
Lower Decile	31300	32900	34500	36100	37700	39350	40900	42500	44000	46900	50600	53450	55350	56400	56750	56650	56300	55250	43350	2.2
Mean	37750	39650	41500	43450	45350	47300	49200	51100	52950	56500	61300	65150	68050	69950	71000	71400	71450	70850	59800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	43650	46200	48550	50850	54850	57750	60450	62100	66500	70100	74100	77600	81700	84700	90300	90300	91000	75800	
Upper Quartile	0	41850	43450	46150	48450	51850	54450	57350	58650	62600	65850	67800	69950	71000	75550	78900	79150	81400	66650	
Median	0	37900	41350	43550	45250	48800	50750	53600	54600	58500	61500	63000	64350	64750	67600	69300	70150	72750	59450	
Lower Quartile	0	34950	36050	39150	40950	44250	45850	48700	49550	53650	56550	57900	59500	59250	62050	62600	63050	64150	50850	
Lower Decile	0	31650	32950	35700	37300	40400	41650	44050	44350	47800	50500	52500	53350	53350	56650	57000	56500	57500	43350	
Mean	0	38150	40300	42750	44650	48300	50150	52850	53950	57850	61150	63450	65400	66450	69700	72150	72400	73950	59800	
Supporting Data																				
Total Number	140	252	370	587	680	829	983	938	874	2754	2205	1648	1278	1175	926	896	743	1345	18609	
$126,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	4	6	2	13	
Less Than $20000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

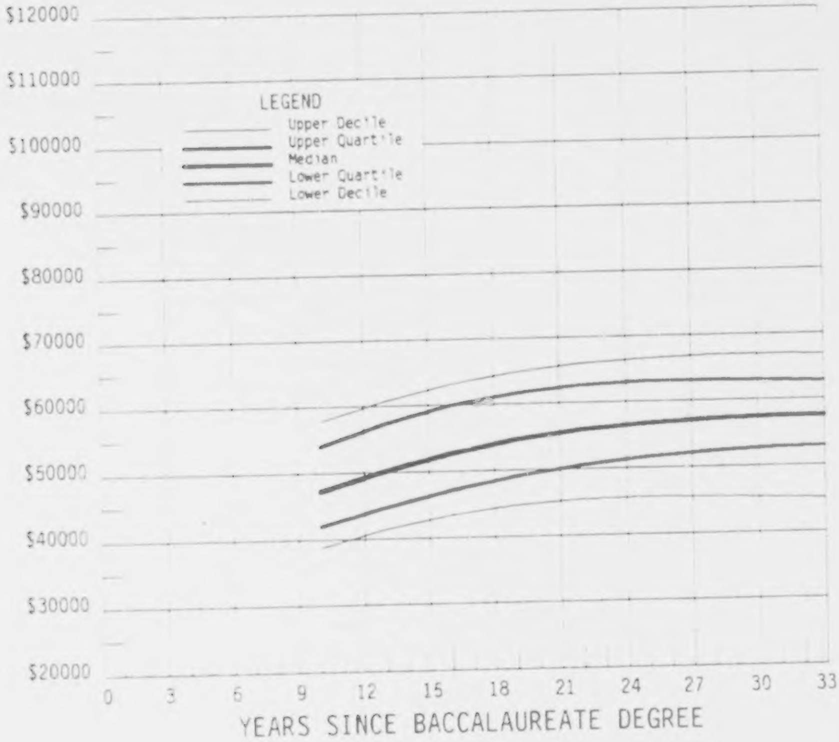
SALARY CURVES FOR ENGINEERS IN OTHER NON-MANUFACTURING
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: OTHER NON-MANUFACTURING

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	59700	64050	67850	70950	73400	75250	76550	77400	78400	69200	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	55450	59250	62200	64350	65700	66450	66700	66650	66150	61250	2.2
Median	0	0	0	0	0	0	0	0	0	49300	53250	56350	58500	59800	60400	60450	60250	59400	53500	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	42750	46200	49050	51300	52900	53950	54550	54800	54850	43800	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	39150	42250	44600	46200	47100	47400	47350	47050	46150	38300	2.2
Mean	0	0	0	0	0	0	0	0	0	49200	53100	56250	58600	60100	60950	61300	61350	60900	53500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	52550	0	0	0	59400	62600	68200	69350	80750	74800	83500	70800	78000	69200	
Upper Quartile	0	0	0	0	0	49250	0	0	0	55000	57800	61000	63150	71500	67500	77500	65500	63550	61250	
Median	0	0	0	0	0	42100	0	0	0	49250	52250	55700	57350	65500	61000	63000	59500	58350	53500	
Lower Quartile	0	0	0	0	0	38400	0	0	0	41000	44900	50250	50400	60350	53750	56500	56250	52800	43800	
Lower Decile	0	0	0	0	0	34600	0	0	0	38700	39050	45350	45500	52550	47900	53450	50900	43250	38300	
Mean	0	0	0	0	0	42600	0	0	0	48700	51650	56850	57000	66050	60750	66650	59600	59550	53500	
Supporting Data																				
Total Number	0	7	4	4	7	13	9	8	5	36	27	29	30	17	13	13	13	35	270	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN OTHER NON-MANUFACTURING NON-SUPERVISORS, ALL DEGREE LEVELS

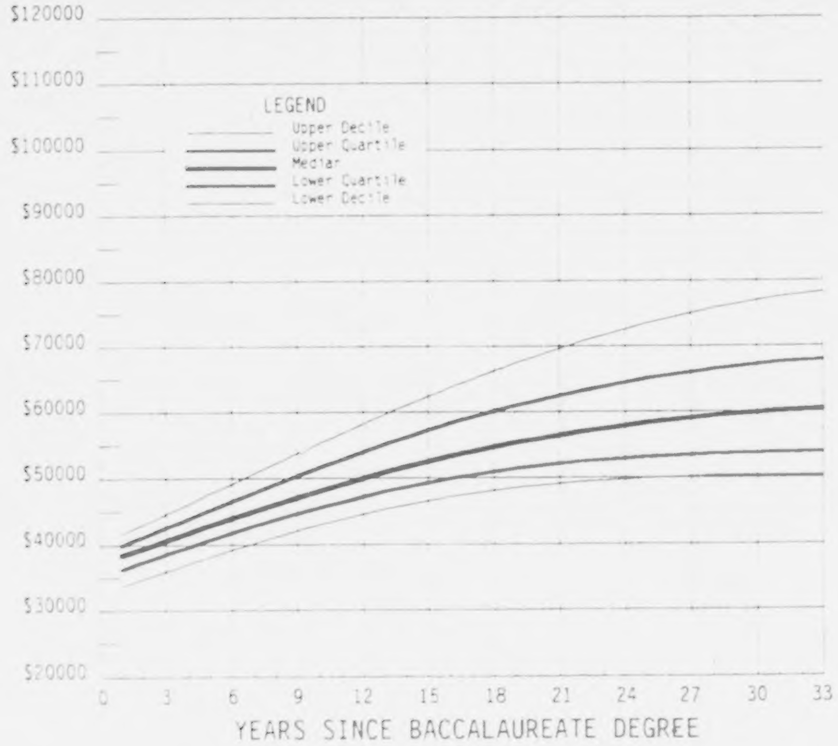


1992 ENGINEERING SALARY STATISTICS: OTHER NON-MANUFACTURING, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	57650	60700	63100	64800	65900	66550	66850	66900	66650	63600	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	53900	57300	59850	61600	62600	63050	63100	62900	62200	58050	2.2
Median	0	0	0	0	0	0	0	0	0	47150	50150	52600	54500	55850	56700	57200	57450	57550	50800	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	41900	44700	47100	49050	50500	51600	52300	52750	53200	42050	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	38700	41350	43350	44650	45350	45600	45500	45200	44450	37200	2.2
Mean	0	0	0	0	0	0	0	0	0	47450	50600	53050	54850	56000	56700	57000	57050	56750	50100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	51200	0	0	0	58550	58400	63600	64000	66650	67800	0	71200	65000	63600	
Upper Quartile	0	0	0	0	0	47000	0	0	0	54350	56000	59400	61000	64650	64500	0	66000	60750	58050	
Median	0	0	0	0	0	41750	0	0	0	47500	47000	54500	52250	61350	59000	0	60000	55700	50800	
Lower Quartile	0	0	0	0	0	38000	0	0	0	40450	44000	48750	48000	54500	52250	0	56000	51250	42050	
Lower Decile	0	0	0	0	0	34400	0	0	0	38450	38000	44450	44000	51500	47300	0	50600	41750	37200	
Mean	0	0	0	0	0	41600	0	0	0	47700	48300	54300	53650	50950	56700	0	59750	55400	50100	
Supporting Data																				
Total Number	0	7	4	4	7	12	8	7	4	31	20	23	20	10	11	7	12	25	212	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

CURVES AND TABLES FOR GOVERNMENT

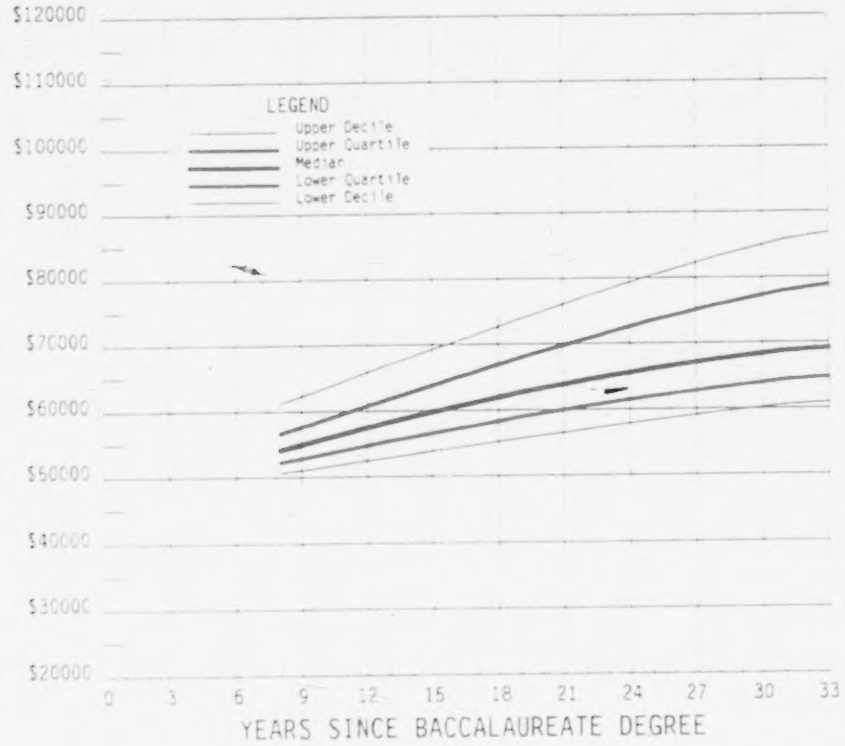
SALARY CURVES FOR ENGINEERS IN FEDERAL GOVERNMENT
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS, FEDERAL GOVERNMENT

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	41600	43100	44600	46100	47650	49150	50700	52200	55250	59600	63700	67450	70700	73450	75750	77500	80150	65550	2.2
Upper Quartile	0	39850	41200	42500	43850	45200	46500	47800	49100	51600	55100	58250	60950	63200	65050	66450	67500	68900	55700	2.2
Median	0	38350	39450	40600	41750	42850	43950	45000	46050	48050	50850	53250	55300	56950	58300	59300	60050	61050	49000	2.2
Lower Quartile	0	36250	37400	38500	39600	40700	41750	42800	43750	45600	48000	49950	51400	52450	53150	53550	53750	53850	44450	2.2
Lower Decile	0	33650	34800	35900	37000	38100	39150	40150	41150	42950	45300	47150	48500	49400	49950	50250	50300	50200	38300	2.2
Mean	0	38050	39250	40450	41650	42850	44050	45200	46350	48550	51600	54250	56550	58400	59850	61000	61800	62900	50900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	40000	40900	45700	47750	49150	50600	51200	53550	53850	59000	62750	63900	70200	76000	76850	78100	80100	65550	
Upper Quartile	0	37900	39650	42750	45950	46800	48100	47700	50000	51050	53600	56750	58700	62800	66350	67300	68550	69000	55700	
Median	0	36600	37750	39750	43650	44950	45900	45800	46500	47600	48400	52550	53950	55450	58800	60550	60750	61700	49000	
Lower Quartile	0	34300	36550	37650	40100	41950	44350	44500	44900	45200	45250	47900	50500	51800	53800	54150	54150	54650	44450	
Lower Decile	0	29900	35100	36350	38050	38800	41200	41200	43500	43500	42300	44700	45850	48350	50450	51150	50900	51800	38300	
Mean	0	36100	38000	40300	43000	44550	45800	45800	47450	48050	49450	52950	54700	57650	61100	61600	62500	63450	50900	
Supporting Data																				
Total Number	30	163	174	177	207	224	322	219	226	468	236	259	260	280	299	275	203	276	4296	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	1	0	1	0	2	1	1	0	1	1	0	0	0	0	0	0	8	

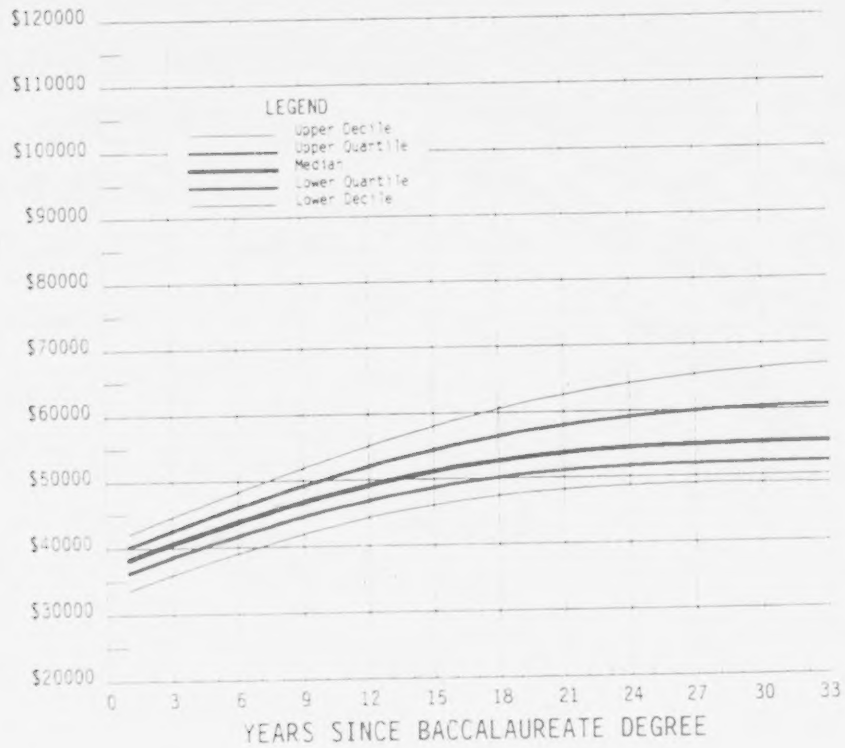
SALARY CURVES FOR ENGINEERS IN FEDERAL GOVERNMENT SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: FEDERAL GOVERNMENT, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	61150	63450	66950	70400	73850	77200	80350	83250	85750	90050	80400	2.2
Upper Quartile	0	0	0	0	0	0	0	0	56550	58600	61750	64850	67850	70750	73450	75850	77900	81450	70750	2.2
Median	0	0	0	0	0	0	0	0	54100	55800	58250	60500	62600	64450	66100	67500	68650	70450	64500	2.2
Lower Quartile	0	0	0	0	0	0	0	0	52250	53500	55350	57150	58850	60450	61900	63200	64300	66100	58800	2.2
Lower Decile	0	0	0	0	0	0	0	0	50650	51500	52850	54250	55600	56950	58250	59450	60450	62200	54100	2.2
Mean	0	0	0	0	0	0	0	0	54900	56550	59000	61400	63750	66000	68050	69900	71500	74150	66100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	62400	61750	69350	72050	70250	77900	82800	81600	84300	90800	80400	
Upper Quartile	0	0	0	0	0	0	0	0	57000	58250	63250	64800	65650	70250	75350	76400	77950	80350	70750	
Median	0	0	0	0	0	0	0	0	54950	55100	59550	60300	61450	64250	67050	67750	68850	69800	64500	
Lower Quartile	0	0	0	0	0	0	0	0	53650	52700	56250	56500	57750	60750	62700	63500	64550	65300	58800	
Lower Decile	0	0	0	0	0	0	0	0	52100	50900	53000	53900	54200	57050	59650	60450	59150	61700	54100	
Mean	0	0	0	0	0	0	0	0	55850	55800	60200	61350	62100	65950	69800	69550	71100	73750	66100	
Supporting Data																				
Total Number	0	1	1	2	2	8	8	9	24	47	30	60	66	92	113	91	74	92	720	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

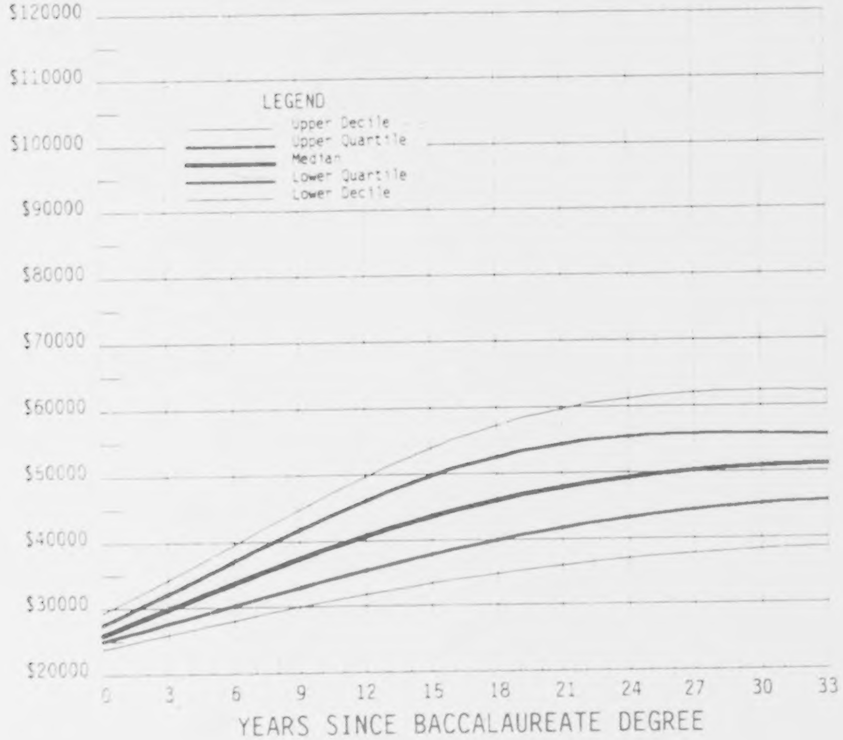
SALARY CURVES FOR ENGINEERS IN FEDERAL GOVERNMENT
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: FEDERAL GOVERNMENT, NON-SUPERVISORY

Years Since B.S	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	42000	43300	44550	45850	47100	48350	49550	50750	53000	56150	58900	61250	63150	64600	65750	66550	67650	57550	2.2
Upper Quartile	0	40100	41300	42500	43700	44850	46000	47100	48200	50200	52950	55200	57000	58400	59400	60100	60500	61000	52550	2.2
Median	0	38200	39400	40550	41650	42750	43800	44800	45800	47600	49950	51750	53100	54050	54600	54900	55050	55050	46850	2.2
Lower Quartile	0	36250	37400	38500	39600	40650	41650	42650	43600	45350	47550	49250	50500	51300	51800	52000	52050	51950	43500	2.2
Lower Decile	0	33600	34700	35850	36950	38000	39000	40000	40950	42700	44900	46550	47700	48400	48750	48900	48850	48500	37600	2.2
Mean	0	38000	39200	40350	41450	42550	43650	44700	45700	47600	50100	52150	53750	54950	55750	56300	56650	56950	47800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	39900	40850	45700	47550	48700	50250	50500	51400	52250	55150	56950	58650	61400	64100	67850	68400	69150	57550	
Upper Quartile	0	37900	39600	42750	45900	46600	47850	47000	48650	50000	51450	54150	55050	55750	58800	62100	61650	62750	52550	
Median	0	36600	37700	39750	43550	44800	45800	45700	46200	46950	47300	50350	52500	53200	54900	55350	55700	56200	46850	
Lower Quartile	0	34250	36550	37650	40100	41800	44300	44450	44750	45000	44900	46900	48800	50400	51900	53100	52750	53450	43500	
Lower Decile	0	29900	35100	36350	38050	38700	41150	41000	42950	43050	41600	44150	45100	47100	48100	50150	50100	50800	37600	
Mean	0	35900	37850	40300	42850	44200	45650	45450	46450	47200	47900	50400	52150	53600	55800	57650	57500	58300	47800	
Supporting Data																				
Total Number	30	162	173	177	205	216	314	210	202	420	205	199	194	187	186	184	129	184	3576	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	1	0	1	0	2	1	1	0	1	1	0	0	0	0	0	0	8	

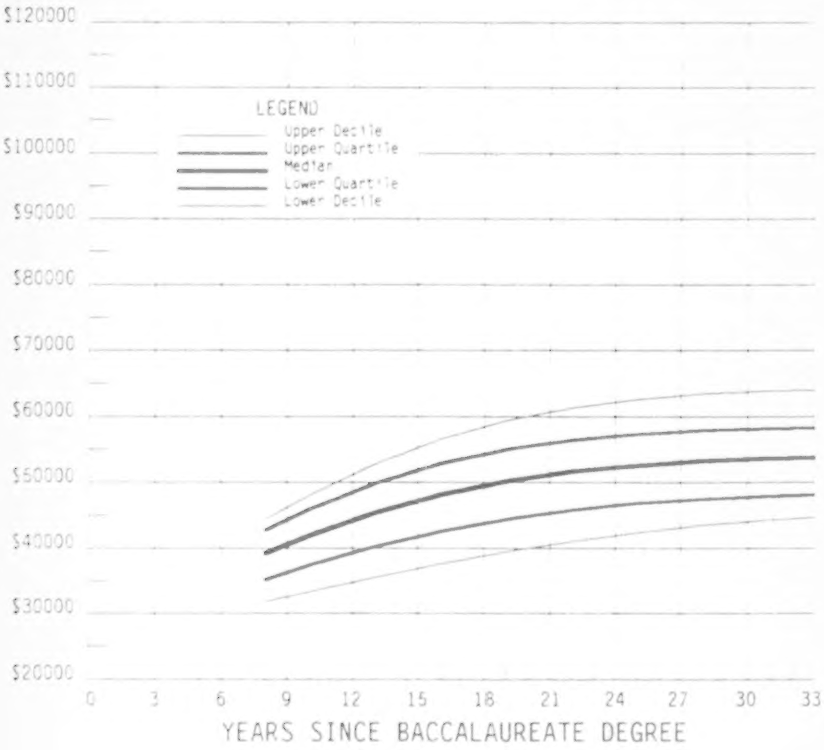
SALARY CURVES FOR ENGINEERS IN STATE GOVERNMENT
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: STATE GOVERNMENT

Years Since B.S	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18=20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	29300	30900	32550	34250	36000	37750	39500	41300	43050	46500	51250	55250	58300	60400	61600	62150	62250	61750	56800	2.2
Upper Quartile	27550	29050	30600	32150	33750	35350	37000	38600	40200	43250	47450	50850	53300	54850	55650	55850	55700	54900	50850	2.2
Median	25950	27250	28550	29800	31100	32400	33650	34900	36150	38500	41700	44450	46700	48400	49650	50500	51000	51400	42300	3.8
Lower Quartile	25000	25900	26750	27650	28500	29400	30300	31200	32050	33800	36250	38550	40550	42250	43600	44650	45350	46100	34450	3.2
Lower Decile	23800	24500	25250	25950	26650	27350	28000	28700	29350	30600	32350	33900	35200	36300	37200	37850	38350	38850	28900	3.0
Mean	26100	27400	28700	30000	31300	32600	33850	35100	36300	38600	41700	44350	46500	48150	49350	50200	50700	51150	42950	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	27700	29600	33600	37000	37200	37450	40000	40850	43450	46850	49750	54850	57350	61850	61000	61600	61500	63400	56800	
Upper Quartile	27300	28400	29000	32900	34500	36150	37800	39300	40750	42350	46200	50550	53400	55750	56100	56000	56100	54050	50850	
Median	25600	27100	27000	29500	31450	32000	33200	37000	37000	37500	40700	43250	49600	49750	53100	50450	50550	46800	42300	
Lower Quartile	25850	26000	25000	26800	28500	28600	31100	33100	33300	32900	36700	35600	41250	45050	44500	44750	44700	44300	34450	
Lower Decile	24750	24500	23200	25000	26650	26800	30200	28500	31300	29500	33550	32500	33850	37450	39250	38000	38100	37700	28900	
Mean	26450	27100	27500	30150	31700	32150	34300	35950	37050	37700	41250	43250	47350	50050	50950	50250	50000	48950	42950	
Supporting Data																				
Total Number	11	20	12	35	26	30	30	35	43	92	79	67	86	92	75	60	83	73	949	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

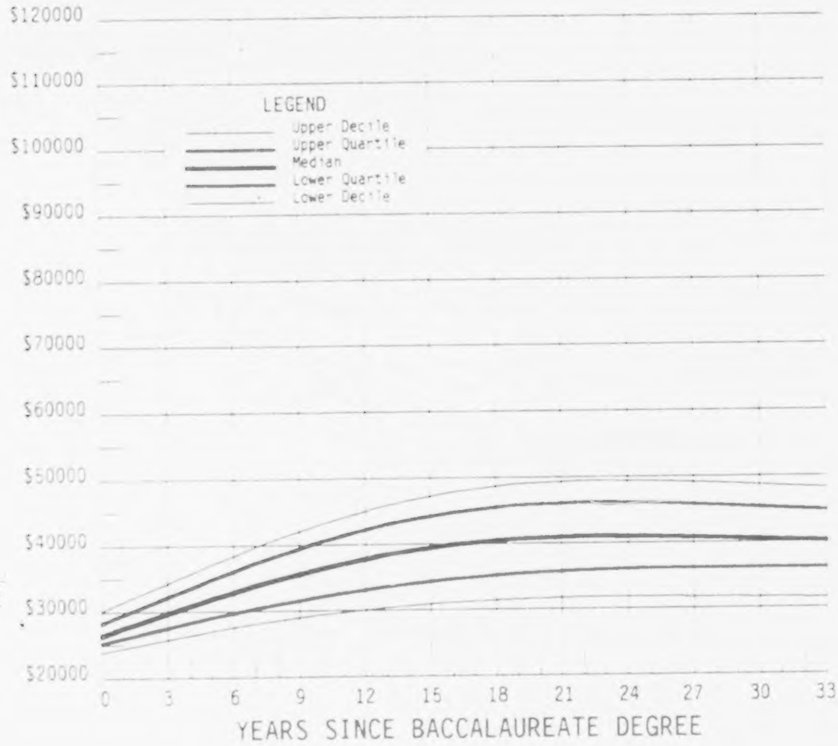
SALARY CURVES FOR ENGINEERS IN STATE GOVERNMENT
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: STATE GOVERNMENT, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	44400	48050	52800	56500	59300	61250	62550	63400	63850	64250	60700	3.8
Upper Quartile	0	0	0	0	0	0	0	0	42700	45900	49850	52850	54950	56400	57300	57900	58200	58450	55250	3.8
Median	0	0	0	0	0	0	0	0	39150	41900	45400	48150	50200	51650	52600	53250	53650	54000	50100	3.4
Lower Quartile	0	0	0	0	0	0	0	0	35150	37350	40200	42550	44400	45800	46850	47550	48000	48500	44600	3.0
Lower Decile	0	0	0	0	0	0	0	0	31750	33300	35550	37600	39400	41000	42350	43500	44350	45650	37500	2.2
Mean	0	0	0	0	0	0	0	0	38650	41350	44850	47650	49800	51400	52500	53250	53700	54100	49850	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	45600	48700	51500	55950	58750	63250	61750	62550	62300	67050	60700	
Upper Quartile	0	0	0	0	0	0	0	0	42500	46250	48800	53300	54800	57700	57200	57700	58350	57250	55250	
Median	0	0	0	0	0	0	0	0	38000	41200	44600	48950	51600	52300	53950	53000	53750	50750	50100	
Lower Quartile	0	0	0	0	0	0	0	0	34600	36500	37500	44100	47300	47200	46400	47500	47900	45900	44600	
Lower Decile	0	0	0	0	0	0	0	0	33400	34500	36000	36050	35950	44050	42400	44350	44700	44650	37500	
Mean	0	0	0	0	0	0	0	0	38450	41300	43800	47750	50500	52650	52650	52900	53350	52950	49850	
Supporting Data																				
Total Number	0	0	0	1	1	0	5	5	14	35	40	41	59	71	64	48	63	47	494	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

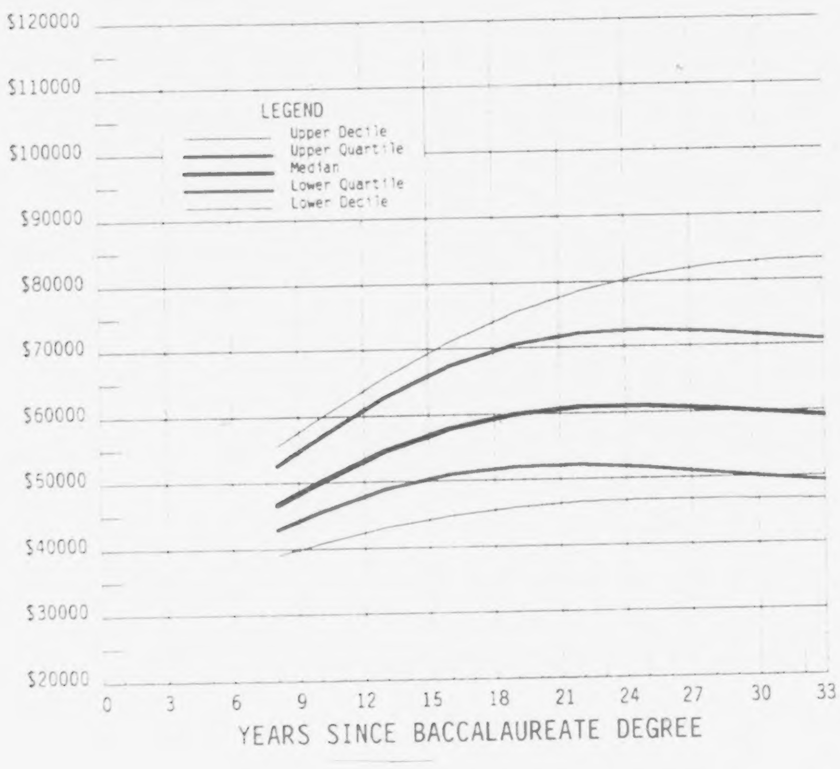
SALARY CURVES FOR ENGINEERS IN STATE GOVERNMENT NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: STATE GOVERNMENT, NON-SUPERVISORY

Years Since B.S	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	30100	31500	32900	34300	35700	37100	38400	39700	40950	43200	45950	47900	49000	49450	49400	49000	48500	47300	44550	2.2
Upper Quartile	28200	29550	30850	32200	33500	34800	36050	37250	38400	40500	43050	44800	45800	46150	46050	45650	45150	44000	40000	2.2
Median	26400	27500	28600	29700	30800	31850	32850	33800	34750	36400	38450	39850	40650	41000	40950	40700	40350	39550	35100	2.2
Lower Quartile	25200	26000	26800	27550	28300	29000	29700	30350	31000	32150	33550	34650	35400	35850	36100	36150	36150	35950	30050	2.2
Lower Decile	23750	24450	25100	25750	26350	26950	27500	28050	28500	29400	30400	31100	31550	31750	31800	31700	31600	31300	26850	2.2
Mean	26750	27800	28850	29900	30900	31900	32900	33800	34650	36250	38200	39600	40450	40850	40900	40750	40500	39850	35400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	27700	29600	33600	36650	36750	37450	37800	40400	42550	43000	45250	43050	51300	48900	46700	48200	48500	49550	44550	
Upper Quartile	27300	28400	29000	32600	33900	36150	36300	39050	40400	40400	42400	40600	45250	46450	43250	44000	45500	46700	40000	
Median	26600	27100	27000	29350	31300	32000	32200	37000	37000	35000	39250	35500	41250	44200	40500	38750	39200	41000	35100	
Lower Quartile	25850	26000	25000	26700	28250	28600	30850	33000	32650	31100	34500	32850	33500	36250	37850	35350	35350	37400	30050	
Lower Decile	24750	24500	23200	24950	26600	26800	30100	28000	29900	28500	31800	27750	31400	32050	36750	34150	30000	31200	26850	
Mean	26450	27100	27500	29900	31400	32150	33250	35700	36400	35500	38600	36200	40450	41250	41000	39600	39550	41750	35400	
Supporting Data																				
Total Number	11	20	12	34	25	30	25	30	29	57	39	26	27	21	11	12	20	26	455	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN LOCAL GOVERNMENT
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: LOCAL GOVERNMENT

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	55450	59750	65750	71050	75400	78650	80900	82350	83100	83550	65400	2.2
Upper Quartile	0	0	0	0	0	0	0	0	52450	56850	62800	67450	70550	72150	72550	72150	71350	69200	55300	2.2
Median	0	0	0	0	0	0	0	0	46600	50100	54600	57900	60000	60900	60950	60400	59650	57800	46600	2.2
Lower Quartile	0	0	0	0	0	0	0	0	42850	45550	48850	50950	52000	52100	51600	50750	49800	47850	39100	2.2
Lower Decile	0	0	0	0	0	0	0	0	38950	40750	43050	44700	45850	46500	46750	46750	46650	46150	34800	2.2
Mean	0	0	0	0	0	0	0	0	47250	50600	54950	58300	60600	61850	62250	62100	61650	60400	48550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33900	0	40950	0	46400	0	53850	0	49900	63150	64450	55700	0	78950	89500	80000	0	87000	65400	
Upper Quartile	32200	0	36600	0	43150	0	50700	0	48250	59100	61050	53750	0	76200	69000	74000	0	72000	55300	
Median	29800	0	34250	0	38000	0	46200	0	43250	52250	52950	47750	0	65200	55500	56000	0	64000	46600	
Lower Quartile	28900	0	30800	0	36600	0	42950	0	39100	47750	44750	42900	0	54100	52250	49500	0	50000	39100	
Lower Decile	28350	0	29400	0	35450	0	40200	0	35100	41800	40100	38900	0	47450	47300	48000	0	47300	34800	
Mean	31000	0	34500	0	39800	0	46800	0	43600	52750	52650	47900	0	63750	61750	61000	0	63900	48550	
Supporting Data																				
Total Number	11	3	20	4	55	7	46	7	12	56	25	14	8	24	12	11	5	13	334	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

APPENDICES:

List of Survey Participants, by Industry Sector

Copies of the Survey Instruments

Blank Form for Plotting Curves

1992 SALARY SURVEY PARTICIPANTS: INDUSTRY SECTORS

NOTE: EMC has been working for some time to sharpen its systems for the assignment of establishments to industrial sectors. One change is that our data collection instruments now obtain specific information on whether responding organizations represent entire companies or some particular division or geographic location. In the following lists, if no special information is provided, the data provided by the organization are for the entire company. If divisional or other special identification is included, the data in the 1992 survey are for those units only.

AEROSPACE (NOTE: aerospace establishments are also included in the Transportation Equipment sector)

Aeronca, Inc., Middletown, Ohio
Boeing Helicopters, Philadelphia, Pennsylvania
CSA Engineering, Inc., Palo Alto, California (primary classification: Engineering Services)
Contraves U.S.A., Pittsburgh, Pennsylvania
Dynamic Controls Corporation, South Windsor, Connecticut (primary classification: Electronic Equipment)
General Dynamics, Research & Engineering/Fort Worth Division, Fort Worth, Texas (also classed with Electronic Equipment)
Grumman Corporation, Aircraft Systems/Space & Electronics/Melborne Systems Divisions, Bethpage, New York (also classed with Electronic Equipment)
Lear Astronics Corporation, Santa Monica, California (also classed with Electronic Equipment)
Litton Instruments & Life Support Division, Davenport, Iowa (also classed with Electronic Equipment, Precision Instruments)
Loral Defense Systems/Arizona, Litchfield Park, Arizona (primary classification: Research Organizations)
Rocket Research Company, Redmond, Washington (also classed with Research Organizations)
Teledyne Brown Engineering, Aerospace Group, Huntsville, Alabama

BASIC METALS

Inland Steel Company, East Chicago, Illinois (also classed with Fabricated Metal Products)
National Steel Corporation, R&D Group, Trenton, Michigan (also classed with Research Organizations)
Oregon Metallurgical Corporation, Albany, Oregon
Timken Company, North Canton, Ohio (primary classification: Fabricated Metal Products)
U. S. Reduction Company, Munster, Indiana

CHEMICALS, DRUGS & PLASTICS

Chevron Corporation, San Francisco, California (primary classification: Petroleum)
Dow Chemical U.S.A., Midland, Michigan
Dow Corning Coporation, Midland, Michigan
E. I. duPont de Nemours & Co., Wilmington, Delaware
Henkel Corporation, Organic Products Division, Ambler, Pennsylvania
Mississippi Chemical Corporation, Yazoo City, Mississippi
Mobil Corporation, Fairfax, Virginia (primary classification: Petroleum)
Napp Inc., Lodi, New Jersey
National Starch & Chemical Company, Bridgewater, New Jersey
Peterson Manufacturing Company, Grandview, Missouri (primary classification: Transportation Equipment)
PQ Corporation, Corporate Division, Valley Forge, Pennsylvania
Rohm & Haas Company, Philadelphia, Pennsylvania
Scott Specialty Gases, Inc., Technical Group, Plumsteadville, Pennsylvania

COMMUNICATION SERVICES

Carolina Telephone & Telegraph Co., Tarboro, North Carolina
Lincoln Telephone & Telegraph Co., Lincoln, Nebraska
MCI Communications Corporation, Washington, D.C.
Michigan Bell Telephone Company, Detroit, Michigan

Pacific Telecom, Inc., Vancouver, Washington
Quintron Systems, Inc., Vandenberg AFB, California
Southwestern Bell Technology Resources, Inc., St. Louis, Missouri (also classed with Research Organizations)

COMPUTING SYSTEMS (including either hardware or software)

Aquidneck Data Company, Middletown, Rhode Island
Computer Sciences Corporation, Systems Engineering Division, Falls Church, Virginia (also classed with Engineering Services)
Eyring Corporation, Provo, Utah (primary classification: Engineering Services)
Hughes Network Systems, East Coast Engineering Division, Germantown, Maryland
Jacobs Associates, San Francisco, California (also classed with Consulting Services)
Mechanical Dynamics, Inc., Ann Arbor, Michigan
Summagraphics Corporation, Fairfield, Connecticut
Teledyne Brown Engineering, R&D Group, Huntsville, Alabama (primary classification: Research Organizations)

CONSTRUCTION

Chiyoda International Company, Seattle, Washington (primary classification: Engineering Services)
DeKalb Plant Genetics, DeKalb, Illinois (primary classification: Consulting Services)
Ebasco Services, Inc., New York, New York (primary classification: Consulting Services)
Fluor Daniel Inc., Irvine Office, Irvine, California (primary classification: Consulting Services)
O'Brien-Kreitzberg & Associates, San Francisco, California (also classed with Consulting Services)
State Farm Insurance Companies, Building Design & Construction Division, Bloomington, Illinois (primary classification: Consulting Services)
Sverdrup Corporation, Maryland Heights, Missouri (primary classification: Consulting Services)
W. M. Lyles Co., Fresno, California (also classed with Environmental Services, Gas Utilities)

CONSULTING SERVICES

Aerospace Corporation, Los Angeles, California (primary classification: Research Organizations)
ANCO Engineers, Inc., Culver City, California (also classed with Research Organizations)
Belcan Engineering Services, Concinnati, Ohio
Boyd Brown Stude & Cambern, Chtd., Kansas City, Missouri
Burgess & Niple, Columbus, Ohio
CH2M Hill, Inc., Englewood, Colorado (also classed with Engineering Services)
Chen-Northern, Inc., Denver, Colorado
Clyde E. Williams & Associates, South Bend, Indiana
Daniel, Mann, Johnson & Mendenhall, Washington Office, Washington, D.C.
DeKalb Plant Genetics, DeKalb, Illinois (also classed with Construction)
Design Automation, Inc., Lexington, Massachusetts
Ebasco Services, Inc., New York, New York (also classed with Construction, Engineering Services)
ElectroCom Gard Inc., Niles, Illinois (primary classification: Research Organizations)
ETEC, Irvine, California (also classed with Environmental Services)
Farris Engineering, Inc., Omaha, Nebraska
First Brands Corporation, General Engineering Division, East Hartford, Connecticut (primary classification: Other Nondurable Goods)
Fluor Daniel Inc., Irvine Office, Irvine, California (also classed with Construction, Engineering Services)
Foster-Miller, Inc., Waltham, Massachusetts (primary classification: Research Organizations)
General Research Corp., McLean, Virginia
Glosten Associates, Seattle, Washington (also classed with Engineering Services)
Graef, Anhalt, Schloemer & Associates, Milwaukee, Wisconsin
Greeley and Hansen, Chicago, Illinois
Hardesty & Hanover Consulting Engineers, New York, New York
Harza Engineering Company, Chicago, Illinois

Hedges & Roth Engineering, Inc., Kirkland, Washington (also classed with Engineering Services)
Howard, Needles, Tammen & Bergenhoff, Inc., Kansas City, Missouri (also classed with Engineering Services)
Jacobs Associates, San Francisco, California (primary classification: Computing Systems)
J. J. Krebs & Sons Inc., Metarie, Louisiana
Kennedy/Jenks Consultants, Inc., San Francisco, California (also classed with Environmental Services)
Korda/Nemeth Engineering, Inc., Columbus, Ohio
Lawler, Matusky & Skelby Engineers, Pearl River, New York (also classed with Environmental Services, Research Organizations)
Linnhoff March, Inc., Leesburg, Virginia
Louis Rudzinsky Associates, Inc., Lexington, Massachusetts
McCrone, Inc., Annapolis, Maryland (also classed with Engineering Services)
Nolte & Associates, San Jose Regional Office, San Jose, California (also classed with Environmental Services)
O'Brien-Kreitzberg & Associates, San Francisco, California (primary classification: Construction)
PDI Corp., Annapolis, Maryland (also classed with Electronic Equipment)
Port Authority of New York & New Jersey, Engineering Division, New York, New York
Robert H. Fuller & Associates, Inc., Columbus, Ohio (also classed with Engineering Services)
Rushmore Engineering, Rushmore Electric Power Cooperative, Rapid City, South Dakota (primary classification: Electric Utilities)
Sargent & Lundy, Chicago, Illinois
Schaaf & Wheeler, San Jose, California
SFC Engineering Company, Phoenix, Arizona (formerly listed as Franzoy-Corey Engineering)
Hedges & Roth Engineering, Inc., Kirkland, Washington (also classed with Engineering Services)
Howard, Needles, Tammen & Bergenhoff, Inc., Kansas City, Missouri (also classed with Engineering Services)
Robert H. Fuller & Associates, Inc., Columbus, Ohio (also classed with Engineering Services)
Southern Engineering Company, Atlanta, Georgia (also classed with Engineering Services)
Southern Engineering Company, Atlanta, Georgia (also classed with Engineering Services)
Stanley Consultants Inc., Muscatine, Iowa
State Farm Insurance Companies, Building Design & Construction Division, Bloomington, Illinois (also classed with Construction)
Structural Dynamics Research Corporation, Engineering Services Division, Western Regional Operations, San Diego, California (primary classification: Engineering Services)
Sverdrup Corporation, Maryland Heights, Missouri (also classed with Construction)
Wilson & Company, Salina, Kansas

ELECTRIC UTILITIES

Allegheny Power Service Corporation, Greensburg, Pennsylvania
Appalachian Power Company, Roanoke, Virgina
Arkansas Power & Light Company, Little Rock, Arkansas
Boston Edison, Boston, Massachusetts
Cajun Electric Power Cooperative, Inc., Baton Rouge, Louisiana
Carolina Power & Light Company, Raleigh, North Carolina
Central Illinois Public Service Company, Springfield, Illinois
City Public Service Board, San Antonio, Texas
Commonwealth Edison Company, Chicago, Illinois
Deseret Generation & Transmission Co-Operative, Sandy, Utah
Detroit Edison, Detroit, Michigan
Electric Power Board of Chattanooga, Chattanooga, Tennessee
El Paso Electric Company, El Paso, Texas
Gulf Power Company, Pensacola, Florida
Indianapolis Power & Light Company, Indianapolis, Indiana
Iowa Power, Inc., Des Moines, Iowa
Iowa-Illinois Gas & Electric Company, Davenport, Iowa
Kansas City Power & Light Company, Kansas City, Missouri
Minnesota Power, Duluth, Minnesota
Nebraska Public Power District, Columbus, Nebraska

New York State Electric & Gas Corp., Binghamton, New York
Northern Neck Electric Cooperative, Warsaw, Virginia
Pennsylvania Power & Light Company, Allentown, Pennsylvania
Pacific Generation Company, Portland, Oregon
Potomac Edison Company, Hagerstown, Maryland
Public Service Company of Oklahoma, Tulsa, Oklahoma
Public Service Electric & Gas Co., Newark, New Jersey
Rushmore Engineering, Rushmore Electric Power Cooperative, Rapid City, South Dakota (also classed with Consulting Services)
South Carolina Electric & Gas Co., Columbia, South Carolina
Southern Company Services, Birmingham, Alabama
Southern Indiana Gas & Electric Co., Evansville, Indiana
Springfield Utility Board, Springfield, Oregon
St. Johns River Power Park, Jacksonville, Florida
Tampa Electric Company, Tampa, Florida
Upper Peninsula Power Company, Houghton, Michigan
Virginia Power, Richmond, Virginia
Wolf Creek Nuclear Operating Corporation, Burlington and Wichita, Kansas

ELECTRICAL MACHINERY

Bloom Engineering Company, Inc., Pittsburgh, Pennsylvania
BIW Cable Systems, Applications Engineering Department, North Dighton, Massachusetts
Hoover Company, North Canton, Ohio
Maytag Company, Newton, Iowa
Milwaukee Electric Tool Corporation, Brookfield, Wisconsin
S&C Electric Company, Chicago, Illinois (primary classification: Precision Instruments)
Snyder General Corporation, Commercial Products Division, Minneapolis, Minnesota
Whirlpool Corporation, Benton Harbor, Michigan

ELECTRONIC EQUIPMENT

Abbott Electronics, Inc., Los Angeles, California
Allen-Bradley Company, Milwaukee, Wisconsin
American Telephone & Telegraph Co., Bernardsville, New Jersey
AMP Incorporated, Harrisburg, Pennsylvania (also classed with Fabricated Metal Products)
Andrew Corporation, Orland Park, Illinois
Applied Microsystems Corporation, Redmond, Washington
Burleigh Instruments, Inc., Fishers, New York
Charleswater Division of Desco Industries, Inc., West Newton, Massachusetts
Dynamic Controls Corporation, South Windsor, Connecticut (also classed with Aerospace)
General Dynamics, Research & Engineering/Fort Worth Division, Fort Worth, Texas (primary classification: Aerospace)
Grumman Corporation, Aircraft Systems/Space & Electronics/Melborne Systems Divisions, Bethpage, New York (primary classification: Aerospace)
Hazeltine Corporation, Greenlawn, New York
ICD Drives, Inc., Grand Island, New York (formerly listed as Emerson Industrial Controls)
ISCO, Inc., Lincoln, Nebraska (also classed with Precision Instruments)
Ivac Corporation, San Diego, California
Keltron Corporation, Waltham, Massachusetts
Lear Astronics Corporation, Santa Monica, California (primary classification: Aerospace)
Litton Instruments & Life Support Division, Davenport, Iowa (primary classification: Aerospace)
LNR Communications, Inc., Hauppauge, New York
Northrop Corporation, Electronic Systems Division, Rolling Meadows, Illinois (also classed with Precision Instruments)
Ocean & Atmospheric Science, Inc., Dobbs Ferry, New York (also classed with Precision Instruments, Research Organizations)

PDI Corp., Annapolis, Maryland (primary classification: Consulting Services)
Plantronics, Inc., Data Communications Group, Frederick, Maryland
R. L. Drake Company, Franklin, Ohio
Racal-Datacom, Inc., Sunrise, Florida
Syracuse Research Corporation, Defense Electronics Engineering Division, Syracuse, New York (primary classification: Research Organizations)
Teledyne Avionics, Charlottesville, Virginia (also classed with Precision Instruments)
Teledyne Lewisburg, Lewisburg, Tennessee
Vicon Industries, Inc., Melville, New York

ENGINEERING SERVICES

BDM International, Inc., McLean, Virginia
CH2M Hill, Inc., Englewood, Colorado (primary classification: Consulting Services)
Chiyoda International Company, Seattle, Washington (also classed with Construction)
Computer Sciences Corporation, Systems Engineering Division, Falls Church, Virginia (primary classification: Computing Systems)
CQ Inc., Homer City, Pennsylvania (primary classification: Research Organizations)
Creare, Inc., Hanover, New Hampshire
CSA Engineering, Inc., Palo Alto, California (also classed in Aerospace)
Dynetics, Inc., Huntsville, Alabama
Ebasco Services, Inc., New York, New York (primary classification: Consulting Services)
ElectroCom Gard Inc., Niles, Illinois (primary classification: Research Organizations)
Evring Corporation, Provo, Utah (also classed with Computing Systems)
Fluor Daniel Inc., Irvine Office, Irvine, California (primary classification: Consulting Services)
G.E. Nuclear Energy, San Jose, California (also classed with Other Durable Goods)
General Dynamics Corporation, Electric Boat Division, Groton, Connecticut (primary classification: Transportation Equipment)
Glosten Associates, Seattle, Washington (primary classification: Consulting Services)
Haldor Topsoe Inc., Houston, Texas (primary classification: Other Nondurable Goods)
Hedges & Roth Engineering, Inc., Kirkland, Washington (primary classification: Consulting Services)
Howard, Needles, Tammen & Bergenhoff, Inc., Kansas City, Missouri (primary classification: Consulting Services)
Kerman R. Dennis, P.E., Consultant, Seattle, Washington
Massey Ferguson Inc., Des Moines, Iowa
Robert H. Fuller & Associates, Inc., Columbus, Ohio (primary classification: Consulting Services)
S. M. Stoller Corporation, Boulder, Colorado (also classed with Environmental Services)
Southern Engineering Company, Atlanta, Georgia (primary classification: Consulting Services)
Structural Dynamics Research Corporation, Engineering Services Division, Western Regional Operations, San Diego, California (also classed with Consulting Services)
Sverdrup Technology, Inc., Tullahoma, Tennessee (12 locations)
Teledyne Brown Engineering, R&D Group, Huntsville, Alabama (primary classification: Research Organizations)
Westinghouse Electric Corporation, Energy Systems Business Unit, Pittsburgh, Pennsylvania
Westinghouse Hanford Company, Richland, Washington

ENVIRONMENTAL SERVICES

Clyde E. Williams & Associates, South Bend, Indiana (primary classification: Consulting Services)
ETEC, Irvine, California (primary classification: Consulting Services)
Kennedy/Jenks Consultants, Inc., San Francisco, California (primary classification: Consulting Services)
Lawler, Matusky & Skelby Engineers, Pearl River, New York (primary classification: Consulting Services)
Nolte & Associates, San Jose Regional Office, San Jose, California (primary classification: Consulting Services)
S. M. Stoller Corporation, Boulder, Colorado (primary classification: Engineering Services)
W. M. Lyles Co., Fresno, California (primary classification: Construction)
Water Environment Federation, Technical & Educational Services Department, Alexandria, Virginia (primary classification: Other Non-Manufacturing)

FABRICATED METAL PRODUCTS

AMP Incorporated, Harrisburg, Pennsylvania (primary classification: Electronic Equipment)
Bernard Welding Equipment Co., Beecher, Illinois (formerly listed as the Dover Corporation, Bernard Division)
Bloom Engineering Company Inc., Pittsburgh, Pennsylvania (also classified with Electrical Machinery, Other Durable Goods)
Duo-Fast Corporation, Franklin Park, Illinois
Imo Industries, Inc., Delaval Condenser Division, Florence, New Jersey
Inland Steel Company, East Chicago, Illinois (primary classification: Basic Metals)
Kason Merchandising Fixtures, Inc., Binghamton, New York
Liebert Corporation, Heat Transfer Division, Delaware, Ohio
Manning & Lewis Engineering Company, Union, New Jersey
Murry Onio Manufacturing Co., Lawrenceburg, Tennessee
Nordyne, St. Louis, Missouri
Otto H. York Company, Inc., Parsippany, New Jersey (primary classification: Other Durable Goods)
Peterson Manufacturing Company, Grandview, Missouri (primary classification: Transportation Equipment)
PMI Food Equipment Group, Troy, Ohio
Schramm, Inc., West Chester, Pennsylvania (primary classification: Non-Electric Machinery)
Schwinn Bicycle Company, Chicago, Illinois
Smith-Berger Marine, Inc., Seattle, Washington (primary classification: Non-Electrical Machinery)
The Timken Company, North Canton, Ohio (also classed with Basic Metals)
Torrington Company, Torrington, Connecticut

GAS UTILITIES

Battle Creek Gas Company, Battle Creek, Michigan
CNG Transmission Corporation, Clarksburg, West Virginia
St. Lawrence Gas Company, Inc., Massena, New York
Texas Gas Transmission Corporation, Owensboro, Kentucky
W. M. Lyles Co., Fresno, California (primary classification: Construction)
Washington Gas Light Company, Springfield, Virginia

OTHER DURABLE GOODS MANUFACTURERS

Bloom Engineering Company Inc., Pittsburgh, Pennsylvania (primary classification: Fabricated Metal Products)
Carbo Medics inc., Austin, Texas
G.E. Nuclear Energy, San Jose, California (primary classification: Engineering Services)
Hecla Mining Company, Coeur d'Alene, Idaho
Lord Corporation, Erie, Pennsylvania
Martin Marietta Energy Systems, Inc., Oak Ridge, Tennessee
Otto H. York Company, Inc., Parsippany, New Jersey (also classed with Fabricated Metal Products)
Radiation Systems, Inc. SatCom Technologies Division, Duluth, Georgia
Riley Consolidated, Inc., Worchester, Massachusetts (also classed with Non-Electric Machinery)
Weyerhaeuser Research, Development & Engineering, Tacoma, Washington

OTHER NONDURABLE GOODS MANUFACTURERS

Bowater Incorporated, Southern Division, Calhoun, Tennessee
Burlington Industries, Inc., Greensboro, North Carolina
Colgate-Palmolive Company, Corporate Technology Group, Piscataway, New Jersey
Collins & Aikman Corporation, Charlotte, North Carolina
Consolidated Papers, Inc., Wisconsin Rapids, Wisconsin
First Brands Corporation, General Engineering Division, East Hartford, Connecticut (also classed with Consulting Services)
Haldor Topsoe Inc., Houston, Texas (also classified with Engineering Services)
Kimberly-Clark Corporation, Dallas, Texas

OTHER NON-MANUFACTURING (Business Services, Trade, Publishing, and Professional Organizations)

Allendale Mutual Insurance Company, Johnston, Rhode Island
American Society of Agricultural Engineers, St. Jospeh, Minnesota
American Water Works Service Co., Voorhees, New Jersey
American Welding Society, Miami, Florida
Arkwright Mutual Insurance Co., Waltham, Massachusetts
North Jersey District Water Supply Company, Wanaque, New Jersey (also classed with Local Government)
Penton Publishing, Inc., Welding Design & Fabrication, Cleveland, Ohio
Sentry Insurance Company, Stevens Point, Wisconsin
Water Environment Federation, Technical & Educational Services Department, Alexandria, Virginia (also classified with Environmental Services)

NON-ELECTRIC MACHINERY

Automatic Feed Company, Napoleon, Ohio
Crown Iron Works, Minneapolis, Minnesota (also classed with Engineering Services)
Goulds Pumps Inc., Seneca Falls, New York (five locations)
Imo Industries, DeLaval Turbine Division, Trenton, New Jersey
Ingersoll-Rand Construction Equipment, Portable Compressor Division, Mocksville, North Carolina
Manitowoc Company, Inc., Manitowoc, Wisconsin
Riley Consolidated, Inc., Worchester, Massachusetts (primary classification: Other Durable Goods)
Schramm, Inc., West Chester, Pennsylvania (also classed with Fabricated Metal Products)
Smith-Berger Marine, Inc., Seattle, Washington (also classed with Fabricated Metal Products)

PRECISION INSTRUMENTS

Burleigh Instruments, Inc., Fishers, New York (also classed with Electronic Equipment)
ISCO, Inc., Lincoln, Nebraska (primary classification: Electronic Equipment)
Litton Instruments & Life Support Division, Davenport, Iowa (primary classification: Aerospace)
Northrop Corporation, Electronic Systems Division, Rolling Meadows, Illinois (primary classification: Electronic Equipment)
Ocean & Atmospheric Science, Inc., Dobbs Ferry, New York (primary classification: Electronic Equipment)
S&C Electric Company, Chicago, Illinois (also classed with Electrical Machinery)
Teledyne Avionics, Charlottesville, Virginia (primary classification: Electronic Equipment)

PETROLEUM

Amerada Hess Corporation, U.S. Operations, New York, New York
ARCO Products Company, Los Angeles, California
Burk Royalty Co., Wichita Falls, Texas
Chevron Corporation, San Francisco, California (also classed with Chemicals)
Enron Liquid Fuels Company, Houston, Texas
Exxon Production Research Company, Houston, Texas (also classed with Research Organizations)
Exxon Research & Engineering Co., Florham Park, New Jersey (primary classification: Research Organizations)
MESA Operating Limited Partnership, Amarillo, Texas
Mobil Corporation, Fairfax, Virginia (also classed with Chemicals)
Oryx Energy Company, Dallas, Texas
Total Petroleum, Inc., Denver, Colorado

RESEARCH ORGANIZATIONS

Aerospace Corporation, Los Angeles, California (also classed with Consulting Services)
Associated Universities, Inc., National Radio Astronomy Observatory, Charlottesville, Virginia
AT&T Bell Laboratories, Short Hills, New Jersey
Autoresearch Labs, Inc., Chicago, Illinois

CQ Inc., Homer City, Pennsylvania (also classed with Engineering Services)
ElectroCom Gard Inc., Niles, Illinois (also classed with Consulting Services, Engineering Services)
ERIM (Environmental Research Institute of Michigan), Ann Arbor, Michigan
Exxon Production Research Company, Houston, Texas (primary classification: Petroleum)
Exxon Research & Engineering Co., Florham Park, New Jersey (also classed with Petroleum)
Fermi National Accelerator Laboratory, Batavia, Illinois
Foster-Miller, Inc., Waltham, Massachusetts (also classed with Consulting Services)
Institute for Defense Analyses, Alexandria, Virginia
Institute of Gas Technology, Chicago, Illinois
Lanxide Corporation, Newark, Delaware
Loral Defense Systems/Arizona, Litchfield Park, Arizona (also classed with Aerospace)
National Steel Corporation, R&D Group, Trenton, Michigan (primary classification: Basic Metals)
National Academy of Sciences, Transportation Research Board, Washington, D.C.
New Mexico Engineering Research Institute, University of New Mexico, Albuquerque, New Mexico
Ocean & Atmospheric Science, Inc., Dobbs Ferry, New York (primary classification: Electronic Equipment)
RAND Corporation, Santa Monica, California
Rocket Research Company, Redmond, Washington (primary classification: Aerospace)
Sandia National Laboratories, Albuquerque, New Mexico
Sandia National Laboratories, Livermore, California
Southwestern Bell Technology Resources, Inc., St. Louis, Missouri (primary classification: Communication Services)
Syracuse Research Corporation, Defense Electronics Engineering Division, Syracuse, New York (also classed with Electronics Equipment)
Systems Research Laboratories, Inc., Dayton, Ohio
Teledyne Brown Engineering, R&D Group, Huntsville, Alabama (also classed with Aerospace, Engineering Services)
University of Dayton Research Institute, Dayton, Ohio

TRANSPORTATION EQUIPMENT (Note: Aerospace establishments are also included in this sector)

Dana Corporation, Spicer Transmission Division, Toledo, Ohio
General Dynamics Corporation, Electric Boat Division, Groton, Connecticut (also classed with Engineering Services)
General Motors Corporation, Detroit, Michigan
Newport News Shipbuilding, Newport News, Virginia
Peterson Manufacturing Company, Grandview, Missouri (also classed with Chemicals, Fabricated Metal Products)
Sealed Power Corporation, Kent-Moore Group, Warren, Michigan

1992 SALARY SURVEY PARTICIPANTS: GOVERNMENT SECTORS

FEDERAL GOVERNMENT

Internal Revenue Service, Chicago District, Chicago, Illinois
National Institutes of Health (NIH), Computer Systems Laboratory, Bethesda, Maryland
USAF: Air Force Communications Command, Scott AFB, Illinois
USN: Naval Air Warefare Center, Aircraft Division, Trenton, New Jersey
USN: Naval Air Rework Facility, Naval Air Station, Jacksonville, Florida
USN: Naval Air Warfare Center Weapons Divisions, Point Mugu, California
USN: Naval Undersea Warfare Center, Newport, Rhode Island
USN: Philadelphia Naval Shipyard, Combat Systems Office, Philadelphia, Pennsylvania

STATE GOVERNMENT

Arkansas Highway & Transportation Department, Little Rock, Arkansas
Delaware Department of Natural Resources & Environmental Control, Division of Water Resources, Dover, Delaware
Minnesota Department of Transportation, St. Paul, Minnesota
Utah Department of Transportation, Salt Lake City, Utah
Vermont Agency of Transportation, Montpelier, Vermont
Virginia Department of Health, Office of Water Programs, Richmond, Virginia

LOCAL GOVERNMENT

City of Austin, Texas
Department of Public Works, St. Paul, Minnesota
Louisville Water Company, Louisville, Kentucky
North Jersey District Water Supply Company, Wanaque, New Jersey (primary classification: Other Non-Manufacturing)
Orange County Sanitation District, Fountain Valley, California
Public Works Department, Kansas City, Missouri

EMC
AAES

ENGINEERING MANPOWER COMMISSION
OF THE AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES

ENTERING EMC'S 5TH DECADE OF SERVICE TO ENGINEERING AND THE NATION

1111 19th Street, N.W., Suite 608
Washington, D.C. 20036-3690
(202) 296-2237

Richard A. Ellis
Director, Manpower Studies

Donald C. Brown, Chairman
Dr. Fred Beaufait, Vice Chairman
Dr. William M. Sangster, Vice Chairman

January, 1992

Dear Colleague:

The Engineering Manpower Commission is a non-profit organization in its 5th decade of service to the engineering community. Our compensation surveys have been used over the years as authoritative benchmarks for industry, government agencies, educational institutions, the press, engineering students and others. In the past seven years, our coverage has increased by more than 75 percent, to over 130,000 engineers in industry and over 8,000 in government. At the same time, the content of the survey has been expanded, and we have greatly accelerated production of the results.

Once again, we invite you to participate in this important project. Enclosed are the forms for the Engineering Manpower Commission's 26th survey of the salaries of engineers. Your participation is of great value both to industry and to engineers. As in the past, all participants will receive a **free** copy of the "Engineering Salaries - 1992" issue of the ***Engineering Manpower Bulletin***, a six-page publication containing tables, graphs and text reporting the general results of the survey. The *Bulletin* is normally sold for $14. Participants will also be entitled to a 40% discount in the prices of our detailed reports.

Please note: **The deadline for the survey is March 15, 1992.** Last year printed reports from this project on the salaries of almost 140,000 engineers were released in mid-July; with your help, we can provide the results for 1992 by the end of June.

The support we have received from engineering employers nationwide has been impressive. Thanks to organizations such as yours, the utility and popularity of the EMC surveys continues to grow. We hope that this year our results will include your input.

Best Regards,

RAEllis

R. A. Ellis, Director
Manpower Studies

ENGINEERING — RENEWING AMERICA THROUGH TECHNOLOGY AND INNOVATION

DEADLINE:
MARCH 15, 1992
DATA ENTRY BEGINS FEB. 1
YOUR PROMPT RESPONSE
WILL HELP US RELEASE
THE RESULTS BY JULY 1992

PROFESSIONAL INCOME OF ENGINEERS - 1992

A Survey Conducted by the
ENGINEERING MANPOWER COMMISSION
American Association of Engineering Societies, Inc.
(202) 296-2237

DEADLINE:
MARCH 15, 1992
DATA ENTRY BEGINS FEB. 1
YOUR PROMPT RESPONSE
WILL HELP US RELEASE
THE RESULTS BY JULY 1992

FORM A - to be used with Form B
Questionnaire Form for Engineering Graduates in NON-SUPERVISORY Positions Only

PLEASE CONSIDER SENDING IN YOUR DATA ON A FLOPPY DISK. See the instructions on the last page of this form for more information. If your organization employs no more than 50 engineers, you may elect to use the optional Form "C." Otherwise, complete this form and Form "B," as follows:

1. IDENTIFICATION DATA. Unidentified forms cannot be included in the survey results. Confidentiality of your data is assured by EMC.

A. Please give the name of your organization ____________

B. Are you reporting for the **entire organization** or just a part of it? *Check one:* ☐ Entire organization ☐ Division or other part of the organization

C. If the data you provide is for a division or other part of the organization, please enter division name: ____________

D. Is the ADDRESSEE'S name and title on the mailing label affixed below correct? (This person receives the survey forms and participant's bulletins.) If not, correct here ____________

E. Enter ADDRESSEE'S phone number ____________

F. If someone other than the addressee is responsible for the data, enter their NAME, TITLE, and PHONE NUMBER here ____________

G. If there are errors in the ADDRESS — street, mail stop, city, state, zip code, etc. — please enter corrections here: ____________

2. EMC collects data on BASE SALARY ONLY. What PERCENTAGE of the NON-SUPERVISORY engineers reported on this form also received significant bonuses or other forms of special incentive compensation in 1991? Rough estimates are okay; if none, please enter a zero; if you don't know, enter "DK": ____________

3. CLASSIFICATION DATA. This information is needed to group data by industry sectors, size of organizations, and geography:

A. Total number of ALL employees in organization/unit, to measure organization's size *(approximations are okay)*: ____________

B. Total number of NON-SUPERVISORY engineers reported on this Form A: ____________

C. List the States in which these engineers are PREDOMINANTLY employed, for the purpose of determining regional salary differences: ____________

D. If any employed NON-SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees: ____________ and the REASON for omission: ____________

E. PRODUCT OR SERVICE CODES. Use as many as necessary to describe the organization (see below for categories):
Number for Primary Area ____________ Number for Secondary Area: ____________ Number for Other Area: ____________
IN ADDITION, please specify nature of organization in more detail, if appropriate (e.g., "Environmental Consulting" or "Optical Instrument Manufacturer") ____________

MANUFACTURING INDUSTRY GROUPS, BY PRODUCT AREAS:

31 Aerospace
37 Automotive
35 Business Machines
51 Ceramic Products: Stone, Clay, Glass, Cement
11 Chemicals, Drugs, Plastics
27 Computer Hardware/Software
21 Electrical Machinery and Equipment
28 Electronic Equipment
52 Food Products
34 Instruments (precision)
56 Lumber & Wood Products
59 Other Manufacturing: Specific Product(s): ____________
36 Machinery (other than electrical)
42 Metal Products, Fabricated
41 Metals, Basic
53 Paper Products
18 Petroleum
46 Railroad Equipment
55 Rubber & Plastic
52 Food products Products, Fabricated
38 Shipbuilding
54 Textile Products

NON-MANUFACTURING, BY SERVICE AREA:

88 Business, Trade, Publishing
81 Communication Services
68 Construction
71 Consultants, Engineering & Architectural
72 Engineering Services, Other: Specify: ____________
61 Mining
74 Research Organizations/Laboratories
84 Transportation Services
86 Electric Utilities (including mixed)
87 Gas Utilities & Pipelines
89 Other Non-Manufacturing: Specify ____________

GOVERNMENT AGENCIES, BY LEVEL:

01 Federal
02 State
03 Local

NON PROFIT INSTITUTIONS:

94 Professional Societies
96 Other Non Profit Institution: Specify: ____________

ALL OTHERS:

98 Specify nature of organization: ____________

COMPLETE THE INSIDE PAGES OF THIS FORM.
ALSO COMPLETE FORM B. RETURN THE FORMS TO:

ENGINEERING MANPOWER COMMISSION
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES
1111 19th St., N.W., Suite 608, WASHINGTON, D.C. 20036-3690

A Business Reply Envelope is provided for your convenience.

DEADLINE: MARCH 15, 1982. Data entry begins FEBRUARY 1. Your prompt response will help us release the results by July 1982.

FORM A

PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES

IMPORTANT - please read carefully before filling out form. Do NOT enter salary amounts; enter the number of persons in the salary-and-experience bracket. See sample form on the last page.

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest ENGINEERING degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row — note that some brackets include a wider salary range than others. Separate sections of the form are set aside for each degree level — bachelor, master or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their year of graduation with bachelor's degree, to give a common base for comparison. If year of graduation cannot be given, report by age (average 1981 graduate is 23, etc.). Data for those graduating in the 1st quarter of 1982 should be combined with that for 1981 graduates. See the sample filled-out form for an illustration.

SALARY - should include base salary before deductions, and any regular allowances such as cost of living differentials, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc. Rates should be those in effect on February 1, 1982.

NON-SUPERVISORY ENGINEERS - should include all engineering graduates whose duties are NOT primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. *Please include non-supervisory engineering graduates who are currently in non-technical positions.* If any engineering graduates must be omitted, please describe on line 20 on the first page of this form. *Do not report part-time employees.*

	ANNUAL SALARY		YEAR OF ENGINEERING BACCALAUREATE DEGREE (OR AGE)																		
	Employees Whose Highest ENGINEERING Degree is a Bachelor's		1981 (23)	1980 (24)	1979 (25)	1978 (26)	1977 (27)	1976 (28)	1975 (29)	1974 (30)	1973 (31)	1970-1972 (32-34)	1967-1969 (35-37)	1964-1966 (38-40)	1961-1963 (41-43)	1958-1960 (44-46)	1955-1957 (47-49)	1952-1954 (50-52)	1948-1951 (53-56)	UP TO 1948 (56+)	
101	$125 000 & over																				101
102	$100 000-124 999	$5 000 intervals																			102
103	$95 000-99 999																				103
104	$90 000-94 999																				104
105	$85 000-89 999																				105
106	$80 000-84 999																				106
107	$76 000-79 999	$4 000 intervals																			107
108	$72 000-75 999																				108
109	$68 000-71 999																				109
110	$64 000-67 999																				110
111	$60 000-63 999																				111
112	$56 000-59 999																				112
113	$53 000-55 999	$3 000 intervals																			113
114	$50 000-52 999																				114
115	$47 000-49 999																				115
116	$44 000-46 999																				116
117	$41 000-43 999																				117
118	$38 000-40 999																				118
119	$36 000-37 999	$2 000 intervals																			119
120	$34 000-35 999																				120
121	$32 000-33 999																				121
122	$30 000-31 999																				122
123	$28 000-29 999																				123
124	$26 000-27 999																				124
125	$24 000-25 999																				125
126	$22 000-23 999																				126
127	Less than $22 000																				127

Employees Whose Highest ENGINEERING Degree is a Master's. Group employees under year when B.S. DEGREE was obtained. If this date is unknown, group by employee's AGE.

201	$125 000 & over				NOTE: Use data shown in filling shaded areas. Ordinarily no employees are reported in these parts of the form.																201
202	$100 000-124 999	$5 000 intervals																			202
203	$95 000-99 999																				203
204	$90 000-94 999																				204
205	$85 000-89 999																				205
206	$80 000-84 999																				206
207	$76 000-79 999	$4 000 intervals																			207
208	$72 000-75 999																				208
209	$68 000-71 999																				209
210	$64 000-67 999																				210
211	$60 000-63 999																				211
212	$56 000-59 999																				212
213	$53 000-55 999	$3 000 intervals																			213
214	$50 000-52 999																				214
215	$47 000-49 999																				215
216	$44 000-46 999																				216
217	$41 000-43 999																				217
218	$38 000-40 999																				218
219	$36 000-37 999	$2 000 intervals																			219
220	$34 000-35 999																				220
221	$32 000-33 999																				221
222	$30 000-31 999																				222
223	$28 000-29 999																				223
224	$26 000-27 999																				224
225	$24 000-25 999																				225
226	$22 000-23 999																				226
227	Less than $22 000																				227

Employees Whose Highest ENGINEERING Degree is a Doctor's. Group employees under year when B.S. DEGREE was obtained. If this date is unknown, group by employee's AGE.

301	$125 000 & over						NOTE: Use data shown in filling shaded areas. Ordinarily no employees are reported in these parts of the form.														301
302	$100 000-124 999	$5 000 intervals																			302
303	$95 000-99 999																				303
304	$90 000-94 999																				304
305	$85 000-89 999																				305
306	$80 000-84 999																				306
307	$76 000-79 999	$4 000 intervals																			307
308	$72 000-75 999																				308
309	$68 000-71 999																				309
310	$64 000-67 999																				310
311	$60 000-63 999																				311
312	$56 000-59 999																				312
313	$53 000-55 999	$3 000 intervals																			313
314	$50 000-52 999																				314
315	$47 000-49 999																				315
316	$44 000-46 999																				316
317	$41 000-43 999																				317
318	$38 000-40 999																				318
319	$36 000-37 999	$2 000 intervals																			319
320	$34 000-35 999																				320
321	$32 000-33 999																				321
322	$30 000-31 999																				322
323	$28 000-29 999																				323
324	$26 000-27 999																				324
325	$24 000-25 999																				325
326	$22 000-23 999																				326
327	Less than $22 000																				327

GENERAL INSTRUCTIONS:

There are three possible ways to respond:

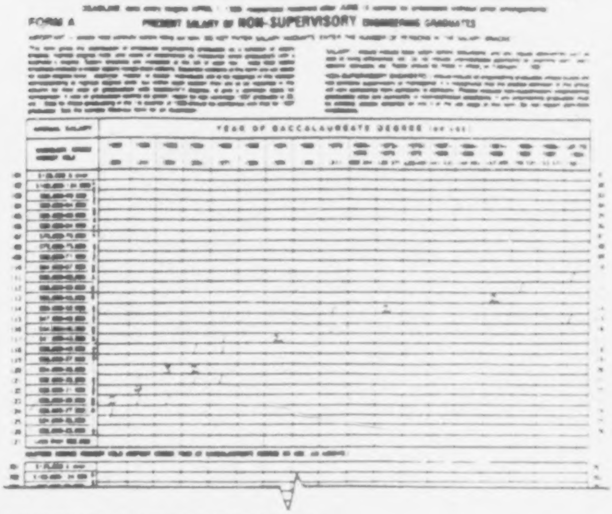
1. It may be possible to easily access your organization's data records to produce a machine-readable file for a common IBM-standard personal computer. See below for further instructions. Don't forget that we must have a copy of page one of the questionnaire, or its equivalent in information on a floppy disk, in order to process the data! EMC much prefers this form of response, as it is faster, more accurate, and ultimately much more convenient for all parties.

2. If your organization has NO MORE THAN 50 engineering graduates, you can choose to simply list them (no names, please) one-by-one on the optional Form C. PLEASE: do not use Form C to report more than 50 engineers. Make up a floppy-based response instead (most word processors will do the job easily — just make sure to save the work as an ASCII "non-document" file), or use Forms A and B.

3. The traditional method is to use EMC's matrix-style Forms A and B. Be sure to complete ALL of the items on page 1 of these forms (you need not duplicate your responses, but NOTE: EACH FORM MUST INCLUDE SEPARATE REPLIES TO QUESTIONS #2, #3B, AND #3D). See the sample of a completed Form A (top third only) at the right.

Whatever approach you use, check your responses carefully before returning them to EMC. EMC welcomes inquiries from participants and will provide help for respondents. Call us at the number listed at the top of Page 1 of the form.

Example of a completed Form A (from the 1988 survey)



FORM A

PRESENT SALARY of NON-SUPERVISORY ENGINEERING GRADUATES

YEAR OF BACCALAUREATE DEGREE

EMC POLICY REGARDING SALARY SURVEY PARTICIPANTS

It is our policy to list the names of the organizations participating in our salary surveys, by sector, so that users will be able to ascertain whether a particular industry group is representative of their own. At the same time, it is our long-standing policy to protect each respondent's data from disclosure to anyone else. To protect the confidentiality of information and to provide adequate safeguards against the disclosure of data identified with any particular survey participant, the following precautions are taken:

1. Company identifications are used only for the purpose of maintaining EMC'S mailing lists and are not entered with the salary data files in our computer. No sector is formed unless at least five responding organizations can be included.

2. The only persons with access to returned salary data forms are the AAES staff who process the surveys. Responding organizations' data are not disclosed to anyone. There are no exceptions to this policy.

3. If a single employer's responses account for more than half of the number of data points — engineers — reported for any group, weighting procedures are used to prevent that employer's information from unduly dominating the statistics for the group.

4. At least 200 engineers must be represented in any data set for engineers in industry or government before statistics for the group will be published.

5. Within data sets, statistics are not generated for particular experience categories unless the bracket includes at least one percent of the total number of engineers for the set AND at least ten engineers are present.

6. EMC does not obtain the names of individual engineers represented by the data. The only names collected are those of the addressees and other contact persons used for our mailing lists, and these names are not published or disclosed.

7. Anonymous responses are not used. Responses requesting that the responding organization not be identified are refused and returned to their originator.

SPECIAL INSTRUCTIONS FOR ORGANIZATIONS PROVIDING SALARY DATA ON FLOPPY DISK MEDIA

EMC strongly encourages its salary survey participants to respond by submitting machine-readable files. In 1991, data on over 65,000 engineers were reported in this fashion. Media must be in the form of standard 3½" or 5¼" floppy diskettes. We use MS-DOS. We can also handle most common CP/M formats.

Floppies should be mailed in appropriate containers (heavy cardboard disk mailers are best). YOU MUST ALSO ENCLOSE A COMPLETED COPY OF PAGE 1 OF THE QUESTIONNAIRE (FORM C IS SUGGESTED), TO PROVIDE YOUR ORGANIZATION'S ID AND CLASSIFICATION DATA. Alternatively, you may provide an ASCII text file on the disk with your responses to the page 1 questions. (Note that some items need separate responses for both supervisors and non-supervisors.) Without these data, your response cannot be processed. Give any such text file the name "SALARY.INF."

Your salary data file should be named "SALARY.DAT" and MUST take the following format:

1. The data file must be pure ASCII.

2. Data must be entered in the form of one line (or record) per engineer, terminated by a carriage return/line feed combination—the "enter" or "return" key on most systems. Don't forget to use the "enter" or "return" after the last line of data.

3. The contents of each line should be as follows:

- Character 01: either S or N, for Supervisor or Nonsupervisor.
- Character 02: always a comma.
- Character 03: B, M, or P, for Bachelor, Masters, or Ph.D. degree. If degree is unknown or there is no degree, a B.S. equivalent will be assumed.
- Character 04: always a comma.
- Character 05-06: two digits for YEAR GRADUATED WITH BACHELOR'S DEGREE (last two digits only). If unknown, enter "99" AND enter the age (see next item).
- Character 07: always a comma.
- Characters 08-09: two digits for AGE. If the previous YEAR GRADUATED WITH BACHELOR'S DEGREE item has been provided, this may be treated as an unknown and coded "99." If both the year and the age are provided, EMC will use those data to improve its procedures for using age to estimate the year of graduation with the B.S. degree. Note that the "99" code should be explicitly entered (blanks or zeros will be treated as "99's" IF the preceding YEAR data is supplied).
- Character 10: always a comma.
- Characters 11-16: six digits for annual salary, RIGHT-JUSTIFIED and zero-filled. Leading blanks will be treated as zeros. An "enter" or "return" must follow the entry.

ANY ENTRIES OTHER THAN THOSE DESCRIBED ABOVE WILL BE ASSUMED TO BE ERRORS AND WILL CAUSE THE ENTIRE LINE TO BE IGNORED.

4. There will be as many lines as there are engineers reported. On your enclosed Form "C" or in the added SALARY.INF text file, PLEASE SPECIFY THE TOTAL NUMBER OF ENGINEERS REPORTED BY YOUR COMPANY. Comparison of your counts with our own totals is one of several elementary quality control checks employed by EMC.

5. LABEL your diskette with AT LEAST the following information: your organization's name, the particular diskette format used (we will assume DOS if no other information is provided), and the identifier "91EMCSAL."

DEADLINE:
MARCH 15, 1992
DATA ENTRY BEGINS FEB. 1
YOUR PROMPT RESPONSE
WILL HELP US RELEASE
THE RESULTS BY JULY 1992

PROFESSIONAL INCOME OF ENGINEERS - 1992

A Survey Conducted by the
ENGINEERING MANPOWER COMMISSION
American Association of Engineering Societies, Inc.
(202) 296-2237

DEADLINE:
MARCH 15, 1992
DATA ENTRY BEGINS FEB. 1
YOUR PROMPT RESPONSE
WILL HELP US RELEASE
THE RESULTS BY JULY 1992

FORM B - to be used with Form A

Questionnaire Form for Engineering Graduates in SUPERVISORY Positions Only

PLEASE CONSIDER SENDING IN YOUR DATA ON A FLOPPY DISK. See the instructions on the last page of this form for more information. If your organization employs no more than 50 engineers, you may elect to use the optional Form "C." Otherwise, complete form A, then complete this form. NOTE: Items 2, 3B and 3D require SEPARATE answers on BOTH forms. If you have answered all other questions on Form A, you need not repeat that information here.

1. IDENTIFICATION DATA. Unidentified forms cannot be included in the survey results. Confidentiality of your data is assured by EMC.

A. Please give the name of your organization: ____________________

B. Are you reporting for the entire organization or just a part of it? *Check one:* ☐ Entire organization ☐ Division or other part of the organization

C. If the data you provide is for a division or other part of the organization, please enter division name: ____________________

D. Is the ADDRESSEE'S name and title on the mailing label affixed below correct? (This person receives the survey forms and participant's bulletins.) If not, correct here: ____________________

E. Enter ADDRESSEE'S phone number: ____________________

F. If someone other than the addressee is responsible for the data, enter their NAME, TITLE, and PHONE NUMBER here:
____

G. If there are errors in the ADDRESS — street, mail stop, city, state, zip code, etc. — please enter corrections here:
____

2. EMC collects data on BASE SALARY ONLY. What PERCENTAGE of the SUPERVISORY engineers reported on this form also received significant bonuses or other forms of special incentive compensation in 1991? Rough estimates are okay; if none, please enter a zero; if you don't know, enter "DK": ____________________

3. CLASSIFICATION DATA. This information is needed to group data by industry sectors, size of organizations, and geography:

A. Total number of ALL employees in organization/unit, to measure organization's size *(approximations are okay)*: ____________________

B. Total number of SUPERVISORY engineers reported on this Form B: ____________________

C. List the States in which these engineers are PREDOMINANTLY employed, for the purpose of determining regional salary differences:
____

D. If any employed SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees: ____________ and the REASON for omission: ____________________

E. PRODUCT OR SERVICE CODES. Use as many as necessary to describe the organization (see below for categories):
Number for Primary Area: ____________ Number for Secondary Area: ____________ Number for Other Area: ____________
IN ADDITION, please specify nature of organization in more detail, if appropriate (e.g., "Environmental Consulting" or "Optical Instrument Manufacturer") ____________________

MANUFACTURING INDUSTRY GROUPS, BY PRODUCT AREAS:

31 Aerospace
37 Automotive
35 Business Machines
51 Ceramic Products: Stone, Clay, Glass, Cement
11 Chemicals, Drugs, Plastics
27 Computer Hardware/Software
21 Electrical Machinery and Equipment
28 Electronic Equipment
52 Food Products
34 Instruments (precision)
56 Lumber & Wood Products
59 Other Manufacturing: Specific Product(s): ____________________
36 Machinery (other than electrical)
42 Metal Products, Fabricated
41 Metals, Basic
53 Paper Products
18 Petroleum
46 Railroad Equipment
55 Rubber & Plastic
52 Food products Products, Fabricated
38 Shipbuilding
54 Textile Products

NON-MANUFACTURING, BY SERVICE AREA:

88 Business, Trade, Publishing
81 Communication Services
68 Construction
71 Consultants, Engineering & Architectural
72 Engineering Services, Other: Specify: ____________
61 Mining
74 Research Organizations/Laboratories
84 Transportation Services
86 Electric Utilities (including mixed)
87 Gas Utilities & Pipelines
89 Other Non-Manufacturing: Specify ____________

GOVERNMENT AGENCIES, BY LEVEL:

01 Federal
02 State
03 Local

NON PROFIT INSTITUTIONS:

94 Professional Societies
96 Other Non Profit Institution: Specify: ____________

ALL OTHERS:

98 Specify nature of organization: ____________
____

COMPLETE THE INSIDE PAGES OF THIS FORM.
ALSO COMPLETE FORM A. RETURN THE FORMS TO:

ENGINEERING MANPOWER COMMISSION
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES
1111 19th St., N.W., Suite 608, WASHINGTON, D.C. 20036-3690

A Business Reply Envelope is provided for your convenience.

DEADLINE: MARCH 15, 1992. Data entry begins FEBRUARY 1. Your prompt response will help us release the results by JULY 1992.

FORM B

PRESENT SALARY OF SUPERVISORY ENGINEERING GRADUATES ONLY

IMPORTANT - please read carefully before filling out form. Do NOT enter salary amounts; enter the number of persons in the salary-and-experience bracket. See sample form on the last page.

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest ENGINEERING degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row — note that some brackets include a wider salary range than others. Separate sections of the form are set aside for each degree level — bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their year of graduation with bachelor's degree, to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1991 graduate is 23, etc.). Data for those graduating in the 1st quarter of 1992 should be combined with that for 1991 graduates. See the sample filled-out form for an illustration.

SALARY - should include base salary before deductions, and any regular allowances such as cost of living differentials, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc. Rates should be those in effect on February 1, 1992.

SUPERVISORY ENGINEERS - should include all engineering graduates whose duties are primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. Please report all supervisory engineering graduates, including those who are in general management or non-technical positions. If any must be omitted, please describe them on line 20 of the first page of this form. Do not report part-time employees.

	ANNUAL SALARY	YEAR OF ENGINEERING BACCALAUREATE DEGREE (OR AGE)																	
	Employees Whose Highest ENGINEERING Degree is a Bachelor's	1991 (23)	1990 (24)	1989 (25)	1988 (26)	1987 (27)	1986 (28)	1985 (29)	1984 (30)	1983 (31)	1980-1982 (32-34)	1977-1979 (35-37)	1974-1976 (38-40)	1971-1973 (41-43)	1968-1970 (44-46)	1965-1967 (47-49)	1962-1964 (50-52)	1959-1961 (53-55)	UP TO 1958 (56+)	
101	$125 000 & over																			101
102	$100 000-124 999																			102
103	$95 000-99 999																			103
104	$90 000-94 999																			104
105	$85 000-89 999																			105
106	$80 000-84 999																			106
107	$76 000-79 999																			107
108	$72 000-75 999																			108
109	$68 000-71 999																			109
110	$64 000-67 999																			110
111	$60 000-63 999																			111
112	$56 000-59 999																			112
113	$53 000-55 999																			113
114	$50 000-52 999																			114
115	$47 000-49 999																			115
116	$44 000-46 999																			116
117	$41 000-43 999																			117
118	$38 000-40 999																			118
119	$36 000-37 999																			119
120	$34 000-35 999																			120
121	$32 000-33 999																			121
122	$30 000-31 999																			122
123	$28 000-29 999																			123
124	$26 000-27 999																			124
125	$24 000-25 999																			125
126	$22 000-23 999																			126
127	Less than $22 000																			127

Employees Whose Highest ENGINEERING Degree is a Master's. Group employees under year their B.S. DEGREE was obtained. If this data is unknown, group by employee's AGE.

201	$125 000 & over																			201
202	$100 000-124 999																			202
203	$95 000-99 999																			203
204	$90 000-94 999																			204
205	$85 000-89 999																			205
206	$80 000-84 999																			206
207	$76 000-79 999																			207
208	$72 000-75 999																			208
209	$68 000-71 999																			209
210	$64 000-67 999																			210
211	$60 000-63 999																			211
212	$56 000-59 999																			212
213	$53 000-55 999																			213
214	$50 000-52 999																			214
215	$47 000-49 999																			215
216	$44 000-46 999																			216
217	$41 000-43 999																			217
218	$38 000-40 999																			218
219	$36 000-37 999																			219
220	$34 000-35 999																			220
221	$32 000-33 999																			221
222	$30 000-31 999																			222
223	$28 000-29 999																			223
224	$26 000-27 999																			224
225	$24 000-25 999																			225
226	$22 000-23 999																			226
227	Less than $22 000																			227

Employees Whose Highest ENGINEERING Degree is a Doctor's. Group employees under year their B.S. DEGREE was obtained. If this data is unknown, group by employee's AGE.

301	$125 000 & over																			301
302	$100 000-124 999																			302
303	$95 000-99 999																			303
304	$90 000-94 999																			304
305	$85 000-89 999																			305
306	$80 000-84 999																			306
307	$76 000-79 999																			307
308	$72 000-75 999																			308
309	$68 000-71 999																			309
310	$64 000-67 999																			310
311	$60 000-63 999																			311
312	$56 000-59 999																			312
313	$53 000-55 999																			313
314	$50 000-52 999																			314
315	$47 000-49 999																			315
316	$44 000-46 999																			316
317	$41 000-43 999																			317
318	$38 000-40 999																			318
319	$36 000-37 999																			319
320	$34 000-35 999																			320
321	$32 000-33 999																			321
322	$30 000-31 999																			322
323	$28 000-29 999																			323
324	$26 000-27 999																			324
325	$24 000-25 999																			325
326	$22 000-23 999																			326
327	Less than $22 000																			327

BEST AVAILABLE COPY

GENERAL INSTRUCTIONS:

There are three possible ways to respond:

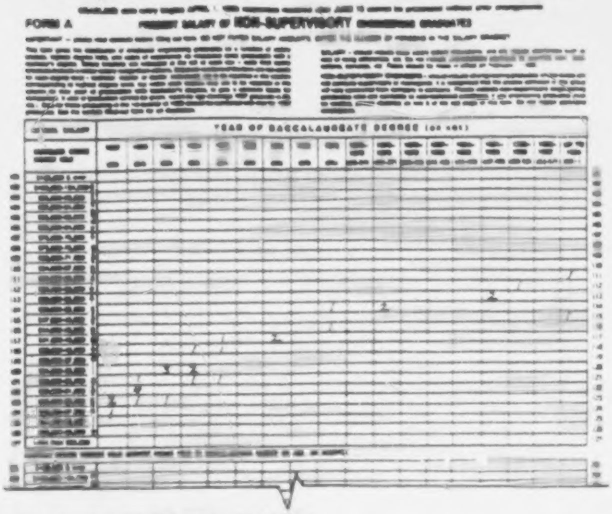
1. It may be possible to easily access your organization's data records to produce a machine-readable file for a common IBM-standard personal computer. See below for further instructions. Don't forget that we must have a copy of page one of the questionnaire, or its equivalent in information on a floppy disk, in order to process the data! EMC much prefers this form of response, as it is faster, more accurate, and ultimately much more convenient for all parties.

2. If your organization has NO MORE THAN 50 engineering graduates, you can choose to simply list them (no names, please) one-by-one on the optional Form C. PLEASE: do not use Form C to report more than 50 engineers. Make up a floppy-based response instead (most word processors will do the job easily — just make sure to save the work as an ASCII "non-document" file), or use Forms A and B.

3. The traditional method is to use EMC's matrix-style Forms A and B. Be sure to complete ALL of the items on page 1 of these forms (you need not duplicate your responses, but NOTE: EACH FORM MUST INCLUDE SEPARATE REPLIES TO QUESTIONS #2, #3B, AND #3D). See the sample of a completed Form A (top third only) at the right.

Whatever approach you use, check your responses carefully before returning them to EMC. EMC welcomes inquiries from participants and will provide help for respondents. Call us at the number listed at the top of Page 1 of the form.

Example of a completed Form A (from the 1988 survey)



EMC POLICY REGARDING SALARY SURVEY PARTICIPANTS

It is our policy to list the names of the organizations participating in our salary surveys, by sector, so that users will be able to ascertain whether a particular industry group is representative of their own. At the same time, it is our long-standing policy to protect each respondent's data from disclosure to anyone else. To protect the confidentiality of information and to provide adequate safeguards against the disclosure of data identified with any particular survey participant, the following precautions are taken:

1. Company identifications are used only for the purpose of maintaining EMC'S mailing lists and are not entered with the salary data files in our computer. No sector is formed unless at least five responding organizations can be included.

2. The only persons with access to returned salary data forms are the AAES staff who process the surveys. Responding organizations' data are not disclosed to anyone. There are no exceptions to this policy.

3. If a single employer's responses account for more than half of the number of data points — engineers — reported for any group, weighting procedures are used to prevent that employer's information from unduly dominating the statistics for the group.

4. At least 200 engineers must be represented in any data set for engineers in industry or government before statistics for the group will be published.

5. Within data sets, statistics are not generated for particular experience categories unless the bracket includes at least one percent of the total number of engineers for the set AND at least ten engineers are present.

6. EMC does not obtain the names of individual engineers represented by the data. The only names collected are those of the addressees and other contact persons used for our mailing lists, and these names are not published or disclosed.

7. Anonymous responses are not used. Responses requesting that the responding organization not be identified are refused and returned to their originator.

SPECIAL INSTRUCTIONS FOR ORGANIZATIONS PROVIDING SALARY DATA ON FLOPPY DISK MEDIA

EMC strongly encourages its salary survey participants to respond by submitting machine-readable files. In 1991, data on over 65,000 engineers were reported in this fashion. Media must be in the form of standard 3½" or 5 ¼" floppy diskettes. We use MS-DOS. We can also handle most common CP/M formats.

Floppies should be mailed in appropriate containers (heavy cardboard disk mailers are best). YOU MUST ALSO ENCLOSE A COMPLETED COPY OF PAGE 1 OF THE QUESTIONNAIRE (FORM C IS SUGGESTED), TO PROVIDE YOUR ORGANIZATION'S ID AND CLASSIFICATION DATA. Alternatively, you may provide an ASCII text file on the disk with your responses to the page 1 questions. (Note that some items need separate responses for both supervisors and non-supervisors.) Without these data, your response cannot be processed. Give any such text file the name "SALARY.INF."

Your salary data file should be named "SALARY.DAT" and MUST take the following format:

1. The data file must be pure ASCII.

2. Data must be entered in the form of one line (or record) per engineer, terminated by a carriage return/line feed combination—the "enter" or "return" key on most systems. Don't forget to use the "enter" or "return" after the last line of data.

3. The contents of each line should be as follows:

- Character 01: either S or N, for Supervisor or Nonsupervisor.
- Character 02: always a comma.
- Character 03: B, M, or P, for Bachelor, Masters, or Ph.D. degree. If degree is unknown or there is no degree, a B.S. equivalent will be assumed.
- Character 04: always a comma.
- Character 05-06: two digits for YEAR GRADUATED WITH BACHELOR'S DEGREE (last two digits only). If unknown, enter "99" AND enter the age (see next item).
- Character 07: always a comma.
- Characters 08-09: two digits for AGE. If the previous YEAR GRADUATED WITH BACHELOR'S DEGREE item has been provided, this may be treated as an unknown and coded "99." If both the year and the age are provided, EMC will use those data to improve its procedures for using age to estimate the year of graduation with the B.S. degree. Note that the "99" code should be explicitly entered (blanks or zeros will be treated as "99's" IF the preceding YEAR data is supplied).
- Character 10: always a comma.
- Characters 11-16: six digits for annual salary, RIGHT-JUSTIFIED and zero-filled. Leading blanks will be treated as zeros. An "enter" or "return" must follow the entry.

ANY ENTRIES OTHER THAN THOSE DESCRIBED ABOVE WILL BE ASSUMED TO BE ERRORS AND WILL CAUSE THE ENTIRE LINE TO BE IGNORED.

4. There will be as many lines as there are engineers reported. On your enclosed Form "C" or in the added SALARY.INF text file, PLEASE SPECIFY THE TOTAL NUMBER OF ENGINEERS REPORTED BY YOUR COMPANY. Comparison of your counts with our own totals is one of several elementary quality control checks employed by EMC.

5. LABEL your diskette with AT LEAST the following information: your organization's name, the particular diskette format used (we will assume DOS if no other information is provided), and the identifier "91EMCSAL."

DEADLINE:
MARCH 15, 1992
DATA ENTRY BEGINS FEB. 1
YOUR PROMPT RESPONSE
WILL HELP US RELEASE
THE RESULTS BY JULY 1992

PROFESSIONAL INCOME OF ENGINEERS - 1992

A Survey Conducted by the
ENGINEERING MANPOWER COMMISSION
American Association of Engineering Societies, Inc.
(202) 296-2237

DEADLINE:
MARCH 15, 1992
DATA ENTRY BEGINS FEB. 1
YOUR PROMPT RESPONSE
WILL HELP US RELEASE
THE RESULTS BY JULY 1992

FORM C - Optional Short Form, used in place of both Forms A and B

For organizations with no more than 50 engineers, including both supervisors and non-supervisors

PLEASE CONSIDER SENDING IN YOUR DATA ON A FLOPPY DISK. See the instructions on the last page of this form for more information.

1. IDENTIFICATION DATA: Unidentified forms cannot be included in the survey results. Confidentiality of your data is assured by EMC.

A. Please give the name of your organization:

B. Are you reporting for the ENTIRE ORGANIZATION or just a part of it? *Check one:* ☐ Entire organization ☐ Division or other part of the organization

C. If the data you provide is for a division or other part of the organization, please enter division name: ____________________

D. Is the ADDRESSEE'S name and title on the mailing label affixed below correct? (This person receives the survey forms and participant's bulletins.) If not, correct here: ____________________

E. Enter ADDRESSEE'S phone number: ____________________

F. If someone other than the addressee is responsible for the data, enter their NAME, TITLE, and PHONE NUMBER here:
____

G. If there are errors in the ADDRESS — street, mail stop, city, state, zip code, etc. — please enter corrections here:
____

2. EMC collects data on BASE SALARY ONLY:
A. What PERCENTAGE of the NON-SUPERVISORY engineers reported on this form also received significant bonuses or other forms of special incentive compensation in 1991? Rough estimates are okay; if none, please enter a zero; if you don't know, enter "DK": ____________
B. What PERCENTAGE of the SUPERVISORY engineers reported on this form also received significant bonuses or other forms of special incentive compensation in 1991? Rough estimates are okay; if none, please enter a zero; if you don't know, enter "DK": ____________

3. CLASSIFICATION DATA: This information is needed to group data by industry sectors, size of organizations, and geography:

A. Total number of ALL employees in organization/unit, to measure organization's size *(approximations are okay)*: ____________

B. List the States in which these engineers are PREDOMINANTLY employed, for the purpose of determining regional salary differences:
____

C. If any employed NON-SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees:
____________ and the REASON for omission: ____________________

D. If any employed SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees:
____________ and the REASON for omission: ____________________

E. PRODUCT OR SERVICE CODES: Use as many as necessary to describe the organization (see below for categories):
Number for Primary Area: ____________ Number for Secondary Area: ____________ Number for Other Area: ____________
IN ADDITION, please specify nature of organization in more detail, if appropriate (e.g., "Environmental Consulting" or "Optical Instrument Manufacturer") ____________________

MANUFACTURING INDUSTRY GROUPS, BY PRODUCT AREAS:

31 Aerospace
37 Automotive
35 Business Machines
51 Ceramic Products: Stone, Clay, Glass, Cement
11 Chemicals, Drugs, Plastics
27 Computer Hardware/Software
21 Electrical Machinery and Equipment
28 Electronic Equipment
52 Food Products
34 Instruments (precision)
56 Lumber & Wood Products
59 Other Manufacturing: Specific Product(s): ____________________
36 Machinery (other than electrical)
42 Metal Products, Fabricated
41 Metals, Basic
53 Paper Products
18 Petroleum
46 Railroad Equipment
55 Rubber & Plastic
52 Food products Products, Fabricated
38 Shipbuilding
54 Textile Products

NON-MANUFACTURING, BY SERVICE AREA:

68 Business, Trade, Publishing
81 Communication Services
68 Construction
71 Consultants, Engineering & Architectural
72 Engineering Services, Other: Specify: ____________
61 Mining
74 Research Organizations/Laboratories
84 Transportation Services
86 Electric Utilities (including mixed)
87 Gas Utilities & Pipelines
89 Other Non-Manufacturing: Specify ____________

GOVERNMENT AGENCIES, BY LEVEL:

01 Federal
02 State
03 Local

NON PROFIT INSTITUTIONS:

94 Professional Societies
95 Other Non Profit Institution: Specify: ____________

ALL OTHERS:

98 Specify nature of organization:
____
____

COMPLETE THE INSIDE PAGES OF THIS FORM.
RETURN THE FORM TO:

ENGINEERING MANPOWER COMMISSION
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES
1111 19th St., N.W., Suite 608, WASHINGTON, D.C. 20036-3690

A Business Reply Envelope is provided for your convenience.

DEADLINE: MARCH 15, 1992. Data entry begins FEBRUARY 1. Your prompt response will help us release the results by July, 1992.

FORM C

PRESENT SALARY OF ENGINEERING GRADUATES

Optional Short Form for UP TO 50 supervisors and/or non-supervisors

IMPORTANT — please read carefully before filling out form.

This form replaces EMC'S traditional matrix style instruments, which allow entry of data for large engineering staffs of up to several thousand persons, in order to provide a simpler data entry form for small organizations. Simply complete one line of the form for each engineer to be reported.

ALL indicated data is needed. NO other data is needed. Please DO NOT WRITE NAMES ON THESE FORMS.

SUPERVISORS include all engineering graduates whose duties are primarily supervisory or managerial. Other engineers are NON-SUPERVISORS. It is recognized that the precise definition of these terms will vary somewhat from company to company. Please include engineering graduates who are currently in general management or non-technical positions. If any engineering graduates must be omitted, please describe on page 1 of this form. DO NOT REPORT PART-TIME EMPLOYEES. Only "S" or "N" should appear in the first column of the form.

EMC measures experience as the number of years since receiving the bachelor's degree. If that data is not available, age is used to estimate it. If you can provide both the year and age data, EMC will use this information to improve its estimation procedures. Either data element will suffice, however.

ANNUAL SALARY — should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Rates should be those in effect on February 1, 1992.

If you use this form, your copies of Forms A and B may be discarded. PLEASE do not use this form to report more than 50 engineers. Make up a disk-based response instead (the format is virtually identical), or use Forms A and B.

	Supervisor (S) or Non-supervisor (N)? Enter S or N	Highest ENGINEERING Degree Held: B = Bachelor, M = Master, P = Ph.D Enter B, M, or P	Year graduated with BACHELOR's degree in ENGINEERING Enter YEAR	Age as of Feb. 1, 1992 Enter AGE	Annual Salary as of Feb. 1, 1992: Enter ANNUAL SALARY
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GENERAL INSTRUCTIONS:

There are three possible ways to respond:

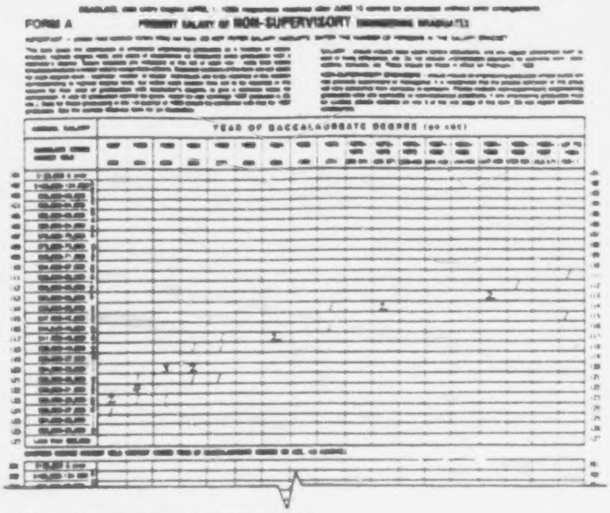
1. It may be possible to easily access your organization's data records to produce a machine-readable file for a common IBM-standard personal computer. See below for further instructions. Don't forget that we must have a copy of page one of the questionnaire, or its equivalent in information on a floppy disk, in order to process the data! EMC much prefers this form of response, as it is faster, more accurate, and ultimately much more convenient for all parties.

2. If your organization has NO MORE THAN 50 engineering graduates, you can choose to simply list them (no names, please) one-by-one on the optional Form C. PLEASE: do not use Form C to report more than 50 engineers. Make up a floppy-based response instead (most word processors will do the job easily — just make sure to save the work as an ASCII "non-document" file), or use Forms A and B.

3. The traditional method is to use EMC's matrix-style Forms A and B. Be sure to complete ALL of the items on page 1 of these forms (you need not duplicate your responses, but NOTE: EACH FORM MUST INCLUDE SEPARATE REPLIES TO QUESTIONS #2, #3B, AND #3D). See the sample of a completed Form A (top third only) at the right.

Whatever approach you use, check your responses carefully before returning them to EMC. EMC welcomes inquiries from participants and will provide help for respondents. Call us at the number listed at the top of Page 1 of the form.

Example of a completed Form A (from the 1988 survey)



EMC POLICY REGARDING SALARY SURVEY PARTICIPANTS

It is our policy to list the names of the organizations participating in our salary surveys, by sector, so that users will be able to ascertain whether a particular industry group is representative of their own. At the same time, it is our long-standing policy to protect each respondent's data from disclosure to anyone else. To protect the confidentiality of information and to provide adequate safeguards against the disclosure of data identified with any particular survey participant, the following precautions are taken:

1. Company identifications are used only for the purpose of maintaining EMC'S mailing lists and are not entered with the salary data files in our computer. No sector is formed unless at least five responding organizations can be included.

2. The only persons with access to returned salary data forms are the AAES staff who process the surveys. Responding organizations' data are not disclosed to anyone. There are no exceptions to this policy.

3. If a single employer's responses account for more than half of the number of data points — engineers — reported for any group, weighting procedures are used to prevent that employer's information from unduly dominating the statistics for the group.

4. At least 200 engineers must be represented in any data set for engineers in industry or government before statistics for the group will be published.

5. Within data sets, statistics are not generated for particular experience categories unless the bracket includes at least one percent of the total number of engineers for the set AND at least ten engineers are present.

6. EMC does not obtain the names of individual engineers represented by the data. The only names collected are those of the addressees and other contact persons used for our mailing lists, and these names are not published or disclosed.

7. Anonymous responses are not used. Responses requesting that the responding organization not be identified are refused and returned to their originator.

SPECIAL INSTRUCTIONS FOR ORGANIZATIONS PROVIDING SALARY DATA ON FLOPPY DISK MEDIA

EMC strongly encourages its salary survey participants to respond by submitting machine-readable files. In 1991, data on over 65,000 engineers were reported in this fashion. Media must be in the form of standard 3½" or 5 ¼" floppy diskettes. We use MS-DOS. We can also handle most common CP/M formats.

Floppies should be mailed in appropriate containers (heavy cardboard disk mailers are best). YOU MUST ALSO ENCLOSE A COMPLETED COPY OF PAGE 1 OF THE QUESTIONNAIRE (FORM C IS SUGGESTED), TO PROVIDE YOUR ORGANIZATION'S ID AND CLASSIFICATION DATA. Alternatively, you may provide an ASCII text file on the disk with your responses to the page 1 questions. (Note that some items need separate responses for both supervisors and non-supervisors.) Without these data, your response cannot be processed. Give any such text file the name "SALARY.INF."

Your salary data file should be named "SALARY.DAT" and MUST take the following format:

1. The data file must be pure ASCII.

2. Data must be entered in the form of one line (or record) per engineer, terminated by a carriage return/line feed combination—the "enter" or "return" key on most systems. Don't forget to use the "enter" or "return" after the last line of data.

3. The contents of each line should be as follows:

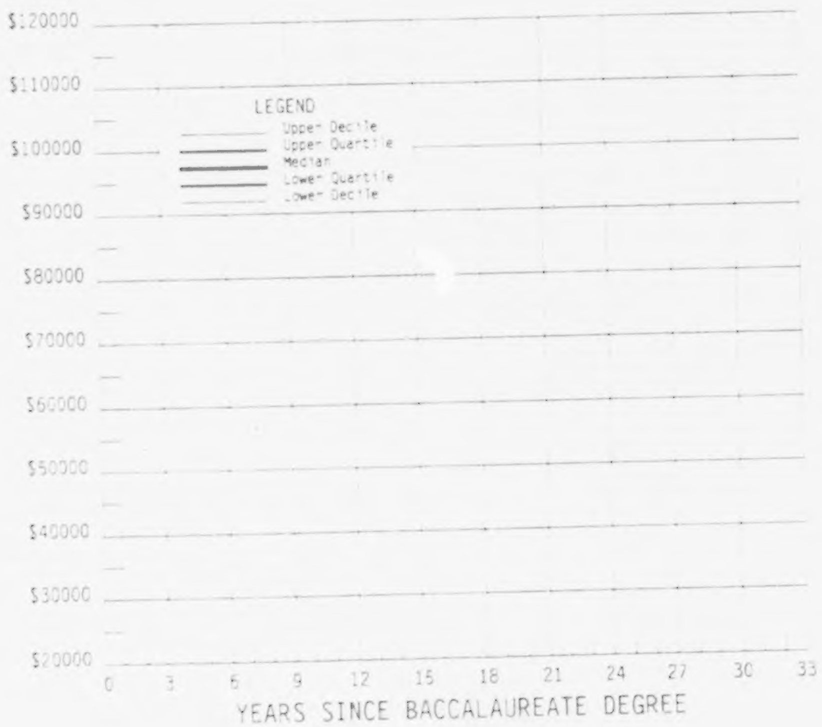
- Character 01: either S or N, for Supervisor or Nonsupervisor.
- Character 02: always a comma.
- Character 03: B, M, or P, for Bachelor, Masters, or Ph.D. degree. If degree is unknown or there is no degree, a B.S. equivalent will be assumed.
- Character 04: always a comma.
- Character 05-06: two digits for YEAR GRADUATED WITH BACHELOR'S DEGREE (last two digits only). If unknown, enter "99" AND enter the age (see next item).
- Character 07: always a comma.
- Characters 08-09: two digits for AGE. If the previous YEAR GRADUATED WITH BACHELOR'S DEGREE item has been provided, this may be treated as an unknown and coded "99." If both the year and the age are provided, EMC will use those data to improve its procedures for using age to estimate the year of graduation with the B.S. degree. Note that the "99" code should be explicitly entered (blanks or zeros will be treated as "99's" IF the preceding YEAR data is supplied).
- Character 10: always a comma.
- Characters 11-16: six digits for annual salary, RIGHT-JUSTIFIED and zero-filled. Leading blanks will be treated as zeros. An "enter" or "return" must follow the entry.

ANY ENTRIES OTHER THAN THOSE DESCRIBED ABOVE WILL BE ASSUMED TO BE ERRORS AND WILL CAUSE THE ENTIRE LINE TO BE IGNORED.

4. There will be as many lines as there are engineers reported. On your enclosed Form "C" or in the added SALARY.INF text file, PLEASE SPECIFY THE TOTAL NUMBER OF ENGINEERS REPORTED BY YOUR COMPANY. Comparison of your counts with our own totals is one of several elementary quality control checks employed by EMC.

5. LABEL your diskette with AT LEAST the following information: your organization's name, the particular diskette format used (we will assume DOS if no other information is provided), and the identifier " 91EMCSAL."

SALARY CURVES FOR ENGINEERS



CURRENT ENGINEERING MANPOWER COMMISSION PUBLICATIONS

Custom runs of degree, enrollment or salary data are possible; call us for details. Our machine-readable products are provided on IBM-standard 5¼" or 3½" floppy disks and include most, not but all, of the details available in EMC's printed reports; in the case of the enrollment disks, data is also provided that is not included in the printed materials. For more information, contact the AAES Manpower Studies Department.

ENGINEERS' SALARIES: SPECIAL INDUSTRY REPORT 1992 (published July 1992)

A detailed breakdown of engineering salaries according to type of industry, geographic regions, company size, employee experience, highest degree held, and supervisory status. Tables and graphs depict salaries in medians, quartiles, deciles and means.
member price: $169.00 non-member price: $287.50

PROFESSIONAL INCOME OF ENGINEERS 1992 (published July, 1992)

An abridged version of the Special Industry Report. Details for salary differences by highest degree held are not included; tabulations are added on engineering compensation in local, state and federal government agencies.
member price: $70.00 non-member price: $115.00

SALARIES OF ENGINEERS IN EDUCATION 1992 (published July, 1992)

Median, quartile, decile and mean salaries across 18 experience brackets for engineering faculty, by academic rank, contract types, and type of institution.
member price: $70.00 non-member price: $112.00

ENGINEERING AND TECHNOLOGY ENROLLMENTS, FALL 1991 (published April, 1992)

An overview of the enrollment of students in engineering and engineering technology programs throughout the nation. Details by fields of study for specific schools and states, with added tabulations for women, minorities, and foreign nationals.
member price: $120.00 non-member price: $195.00
Machine-readable data files for Lotus 1-2-3: member price: $595.00 non-member price: $795.00

ENGINEERING AND TECHNOLOGY DEGREES, 1991 (published December, 1991)

A comprehensive report on recent engineering and engineering technology degrees that provides general statistics for schools and states on degrees in 40 engineering and technology disciplines, data for awards to women, minorities, and foreign nationals, and detailed data for specific curricula.
member price: $140.00 non-member price: $230.00
Machine-readable data files for Lotus 1-2-3: member price: $595.00 non-member price: $795.00

ENGINEERING MANPOWER BULLETINS (eight issues throughout the calendar year)

Concise, timely information on trends in engineering salaries, enrollments, degrees, women and minorities in engineering, other topics.
Full subscription year: member price: $69.00 non-member price: $117.00
Single copies: member price: $9.00 non-member price: $14.00

NOTE: Back issues of the *Engineering Manpower Bulletin* and most of EMC's printed reports are available.

TO ORDER:

Member prices are available to members of AAES member societies, employees of Industry Affiliates, and educational institutions or firms that have participated in the study to be purchased. Special prices are available to employees of EMC Sustaining Associates and their subsidiaries, and employees of EMC Academic Associates. Please include society affiliation and membership number, Industry Affiliate, EMC Sustaining Associate, EMC Academic Associate, or survey participant information with your order, if applicable. First class postage (U.S. domestic) is included in the purchase price. Foreign orders add 10%; check must be payable in U.S. funds. Institutional purchase orders are accepted, as are Visa and MasterCard charges (include account number, expiration date and signature). Orders charged to Visa and MasterCard accounts may be placed directly by phone (U.S. only) at 1-800-658-8897. Mail orders should be directed to the AAES Publications Department, Suite 608, 1111 19th St. N.W., Washington, D.C. 20036-3690.

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